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A study of 1990-1991 beginning offers

CPC Salary Survey

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

Anticipating a slow down in the U.S. economy brought on by the Persian Gulf Crisis, most employers took a cautious approach to college recruiting this fall. Some employers actually scaled back their hiring plans and cancelled on-campus interview schedules. Most, however, stuck to their original plans—conservative as they often were—to ensure that they acquired the employees they'll need when the economy resumes growth.

The first ***Salary Survey*** of the 1990-91 recruiting season seems to reflect employers' uncertainty about the economy. The survey's results show that while job offers were extended this fall at a pace comparable with last year's, average salary offers for many disciplines fell below last September's year-end figures. On the upside, though, salary offers for some of these disciplines—notably the liberal arts—typically are lower in January than in late spring when recruiting activity usually picks up. Futhermore, many of the averages that are down from September 1990 are actually up from January a year ago.

Engineering is the one bright spot in this year's cloudy recruitment picture. A limited supply of oil from the Persian Gulf has pushed up the price of oil in the United States providing an incentive to petroleum companies to increase domestic drilling and, in turn, allowing them to expand their work forces. Chemical companies also are expected to do well despite current economic conditions. Consequently, both petroleum and chemical engineers received substantially higher average starting salary offers than they did in September. The average salary offer to petroleum engineers jumped 9.9 percent to $38,679 a year, while the average to chemical engineers climbed 5.3 percent to $36,968. Petroleum companies extended 35 percent of the offers made to chemical engineers offering an average of $38,434 annually.

Electrical and mechanical engineers got off to a good start this year. The average starting salary offer to electrical engineers rose 3.7 percent since September to $32,941 a year. Mechanical engineers received a 5.6 percent higher dollar average of $33,874.

Among engineering majors, only aerospace engineers suffered a setback this fall, due chiefly to cutbacks by employers that lost Federal government defense contracts. The average starting salary offer to aerospace engineers dropped 1.6 percent since September to $30,019.

Business graduates apparently are being affected by employers' concern about the economy. At $25,700 a year, the average salary offer to new accountants is 2.6 percent lower than in September. Business administration graduates lost even more ground, their average dipping 4.2 percent to $22,537. Economics and finance graduates, no longer being offered high-salaried positions on Wall Street, drew a 3.4 lower average offer of $24,325 annually. On a positive note, however, both business administration and economics/finance graduates received higher average offers than they did last year at this time—up 3.5 percent and 5.7 percent, respectively.

Although the average starting salary offer to nursing graduates is now 7.1 percent lower than last September's figure, only 26 offers were reported in this category, making it difficult to accurately assess what's happening in this field. The average offer to new nurses, up 3.2 percent over last January, stands at $26,270. An overall gain for the year is expected given the continuing supply/demand imbalance in the nursing field. Allied health graduates received a 2.4 percent increase in starting pay for an average of $28,102.

At this point, it is still too early to tell what effect the recently determined recession and the outbreak of war in the gulf will have on college recruiting this year. Likely, some employers will be hit hard, but indications are that most are prepared for tough times.

The January 1991 ***CPC Salary Survey*** contains information received during the period of September 1, 1990, to January 11, 1991. Its data are compiled from offers extended to students graduating between September 1, 1990, and August 31, 1991. Participating in the ***Salary Survey*** are 450 career services offices at colleges and universities across the United States. The report is available to CPC members and ***Salary Survey*** subscribers, who may order additional copies at $3 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

An understanding of the scope, nature, and coverage of the ***CPC Salary Survey*** is essential to the proper interpretation and use of the statistics.

The study compiles reports from 450 career planning and placement offices of colleges and universities across the United States. Typically, 98 percent of these offices submit reports for each issue. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by non-profit and educational institutions. The figures reported are for base salaries only, and do not include bonuses, fringe benefits, or overtime rates. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

Reports are issued each January, March, July, and September. The number of offers reported in each report is cumulative from the previous September.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students, and consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	January 1991	January 1991	September 1990		90th	50th	10th
BUSINESS							
Accounting	**552**	**$25,700**	$26,391	-2.6%	$29,700	$26,000	$21,000
Business Administration (incl. Management Science)	**198**	**22,537**	23,529	-4.2	30,000	22,000	16,000
Distribution Management	**2**	**25,850**	25,079	*	*	*	*
Economics & Finance (incl. Banking)	**192**	**24,325**	25,184	-3.4	30,000	24,000	18,000
Hotel/Restaurant Management	**23**	**21,526**	20,752	3.7	22,000	22,000	22,000
Human Resources (incl. Labor Relations)	**29**	**23,681**	23,101	2.5	30,000	24,000	16,000
Management Information Systems	**61**	**27,560**	27,428	0.5	32,000	28,000	23,000
Marketing/Marketing Management (incl. Research)	**185**	**22,966**	23,543	-2.5	28,500	22,750	18,000
Real Estate	**4**	**20,080**	24,509	*	*	*	*
COMMUNICATIONS							
Advertising	**12**	**20,417**	20,742	*	*	*	*
Communications	**48**	**21,533**	21,002	2.5	29,700	21,800	15,000
Journalism	**29**	**18,113**	19,488	-7.1	23,500	16,000	13,200
Telecommunications/Broadcasting	**4**	**20,290**	20,413	*	*	*	*
EDUCATION							
Elementary Education	**99**	**19,791**	18,974	4.3	23,975	20,000	14,000
Pre-Elementary Education	**14**	**19,615**	17,507	*	*	*	*
Physical Education	**14**	**18,142**	19,904	*	*	*	*
Special Education	**18**	**23,361**	20,433	*	*	*	*
HOME ECONOMICS							
Human Ecology	**7**	**18,171**	19,383	*	*	*	*
Textiles & Clothing	**4**	**24,200**	20,662	*	*	*	*
Merchandising Management	**15**	**21,620**	19,496	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	**6**	**22,432**	23,607	*	*	*	*
Letters	**26**	**21,653**	21,566	0.4	27,600	20,500	17,500
Visual & Performing Arts	**18**	**19,904**	20,588	*	*	*	*
Humanities-Other	**16**	**21,310**	23,213	*	*	*	*
Criminal Justice	**16**	**20,708**	20,745	*	*	*	*
History	**10**	**21,470**	22,715	*	*	*	*
Political Science/Government	**31**	**21,285**	23,677	-10.1	26,000	22,000	16,800
Psychology	**31**	**18,706**	20,688	-9.6	22,983	19,000	12,050
Sociology	**23**	**19,213**	20,134	-4.6	23,000	19,500	14,400
Social Sciences-Other	**39**	**19,149**	21,627	-11.5	23,500	18,500	14,400
ENGINEERING							
Aerospace & Aeronautical	**36**	**30,019**	30,509	-1.6	33,500	30,160	26,252
Agricultural	**10**	**32,890**	30,127	*	*	*	*
Architectural	**11**	**30,987**	28,916	*	*	*	*
Bioengineering & Biomedical	**3**	**25,833**	30,052	*	*	*	*
Chemical	**199**	**36,968**	35,122	5.3	39,600	37,500	34,800
Civil	**193**	**29,194**	28,136	3.8	34,200	29,040	24,752

N/A - No historic data available
* Not computed for fewer than 20

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	January 1991	January 1991	September 1990		90th	50th	10th
Continued . . .							
Computer	20	$32,287	$31,490	2.5 %	$38,000	$33,600	$26,252
Electrical	282	32,941	31,778	3.7	36,500	33,500	27,600
Environmental	+	+	30,019				
Industrial	63	31,630	30,525	3.6	34,500	31,800	27,000
Mechanical	317	33,874	32,064	5.6	38,000	33,900	29,000
Metallurgical	18	34,144	32,235	*	*	*	*
Mining	28	30,634	29,383	4.3	33,900	30,928	26,016
Nuclear	7	32,765	31,750	*	*	*	*
Petroleum	46	38,679	35,202	9.9	42,000	40,000	32,000
Textile	+	+	33,219				
Engineering Technology	21	28,114	29,318	-4.1	33,000	27,500	24,000
Industrial Technology	7	23,429	29,235	*	*	*	*
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	18	21,750	21,834	*	*	*	*
Animal Sciences	10	21,570	19,719	*	*	*	*
Plant Sciences	2	25,240	21,176	*	*	*	*
Natural Resources	2	22,000	19,058	*	*	*	*
Other Agricultural Sciences	9	25,011	24,411	*	*	*	*
COMPUTER SCIENCES							
Computer Science	164	29,315	29,804	-1.6	34,776	30,000	22,500
Computer Programming	9	30,344	28,223	*	*	*	*
Information Sciences & Systems	43	27,089	28,631	-5.4	31,000	27,600	22,000
Systems Analysis	1	18,600	30,556	*	*	*	*
HEALTH SCIENCES							
Allied Health	32	28,102	27,436	2.4	33,000	29,950	21,000
Health Sciences[1]	17	20,834	20,827	*	*	*	*
Nursing	28	26,270	28,270	-7.1	35,000	24,000	20,000
Pharmacy[2]	2	39,000	36,728	*	*	*	*
SCIENCES							
Actuarial	1	32,400	28,267	*	*	*	*
Architectural & Environmental Design	8	25,950	25,125	*	*	*	*
Biological	13	19,800	21,800	*	*	*	*
Chemistry	14	25,750	27,494	*	*	*	*
Geological	7	28,307	23,463	*	*	*	*
Mathematics (incl. Statistics)	27	24,203	27,032	-10.5	30,160	24,000	17,500
Physics	5	27,200	29,157	*	*	*	*
Other Physical and Earth Sciences	1	19,747	21,044	*	*	*	*
Polymer Science	+	+	32,066				
Textile Science	+	+	26,979				
	3,400						

N/A - No historic data available

* Not computed for fewer than 20 offers.

+ No offers reported

[1] Many Health Science categories are now included in Allied Health

[2] Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	January 1991	January 1991	September 1990		90th	50th	10th
FINANCE							
Accounting (Public)	386	$26,223	$26,824	-2.2%	$30,000	$26,500	$22,200
Accounting (Private)	162	23,880	25,273	-5.5	27,996	24,998	17,000
Commercial Banking (Consumer)	14	21,571	21,915	*	*	*	*
Commercial Banking (Lending)	12	20,667	24,171	*	*	*	*
Investment Banking (Corporate Finance)	9	26,311	29,065	*	*	*	*
Investment Banking (Mergers & Acquisitions)	1	24,000	26,534	*	*	*	*
Investment Banking (Real Estate)	3	18,500	25,358	*	*	*	*
Investment Banking (Sales & Trading)	6	22,633	23,226	*	*	*	*
Financial/Treasury Analysis	67	25,478	26,692	-4.5	31,500	26,000	20,000
Portfolio Management/Brokerage	6	22,500	23,430	*	*	*	*
Insurance (Underwriting)	26	23,647	24,012	-1.5	27,996	24,000	20,000
Insurance (Claims)	28	23,133	22,456	3.0	26,200	23,450	20,000
COMMUNICATIONS							
Design/Graphic Arts	9	20,838	20,370	*	*	*	*
Media Planning	1	29,000	19,795	*	*	*	*
Reporting	9	15,702	16,517	*	*	*	*
Production	15	20,964	25,338	*	*	*	*
Public Relations	14	18,789	20,322	*	*	*	*
Writing/Editing	10	18,980	19,972	*	*	*	*
MARKETING							
Advertising	6	22,300	21,927	*	*	*	*
Brand/Product Management	18	25,476	25,442	*	*	*	*
Buyer/Merchandising	30	22,323	23,021	-3.0	27,480	22,875	18,000
Distribution	9	25,011	26,152	*	*	*	*
Market Research	25	24,375	25,128	-3.0	31,500	25,000	16,500
Purchasing	9	23,500	24,204	*	*	*	*
Sales	208	24,737	24,719	0.1	31,500	25,000	18,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	16	19,658	21,236	*	*	*	*
Finance, Taxation, Monetary Policy	28	22,367	23,017	-2.8	25,500	22,650	20,195
Economic Programs	2	20,800	24,373	*	*	*	*
Law Enforcement	12	22,699	24,037	*	*	*	*
Military	17	23,059	22,375	*	*	*	*
National Security	2	24,500	24,459	*	*	*	*
Urban/Regional Planning	2	18,910	23,546	*	*	*	*
ENGINEERING							
Bioengineering	4	24,500	33,193	*	*	*	*
Design/Construct	189	30,747	30,096	2.2	37,400	30,000	24,812
Environmental/Sanitation	33	30,023	29,334	2.3	36,000	30,156	24,000
Manufacturing/Industrial	188	33,390	31,948	4.5	37,500	33,600	29,400
Systems/Programming	54	32,229	31,078	3.7	35,000	33,036	26,252
Power Systems	62	33,070	31,720	4.3	36,000	33,000	27,600
Software Design & Development	33	32,319	31,802	1.6	35,000	33,300	29,380
Hardware Design & Development	26	32,708	32,303	1.3	35,100	34,000	26,252
Research & Development	73	33,239	32,283	3.0	38,400	35,000	26,252
Testing	39	30,934	30,205	2.4	34,400	31,720	25,000
Process Engineering	176	37,176	35,045	6.1	40,000	37,500	34,000
Project Engineering	145	34,238	32,130	6.6	39,300	34,000	29,000
Other Engineering	223	31,883	31,333	1.8	37,800	32,400	26,000
HEALTH CARE							
Administrative	11	26,005	22,109	*	*	*	*
Industrial Hygiene	1	24,000	28,826	*	*	*	*
Medical Technology	9	22,606	23,950	*	*	*	*
Nursing / Personal Care	25	25,463	28,200	-9.7	31,109	24,000	20,000

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

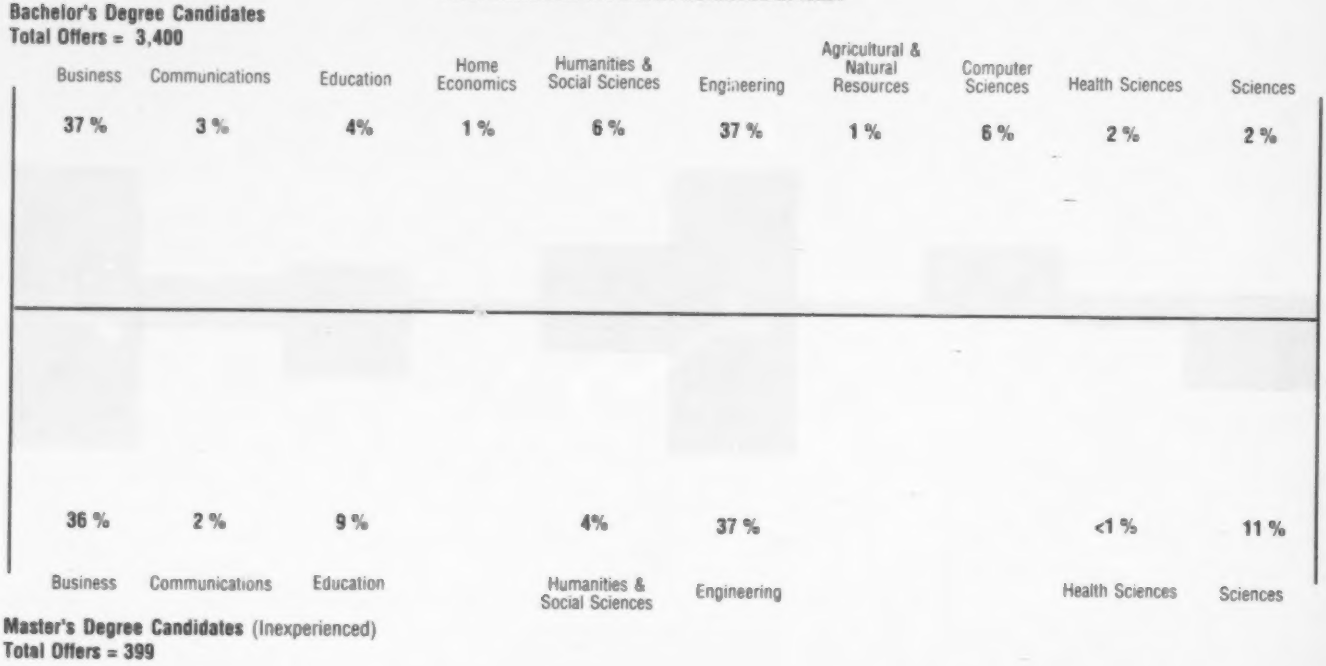
AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers January 1991	Average $ Offer January 1991	Average $ Offer September 1990	Percent Change in $ Offers from September 1990	Percentiles 90th	Percentiles 50th	Percentiles 10th
Continued . . .							
Occupational Therapy	8	**$29,035**	$25,644	*	*	*	*
Pharmacist	2	**39,000**	37,466	*	*	*	*
Physical Therapy	1	**13,440**	29,309	*	*	*	*
Respiratory Therapy	1	**34,000**	25,030	*	*	*	*
Other Health Related	37	**25,273**	21,842	15.7 %	$32,000	$27,000	$17,500
SOCIAL SERVICES							
Administration	11	**21,473**	19,827	*	*	*	*
Counseling	20	**16,682**	16,658	0.1	20,000	17,150	10,400
Fundraising/Development	+	+	16,930				
Social Work	14	**16,302**	17,313	*	*	*	*
COMPUTER SCIENCE							
Computer Programming	116	**27,774**	28,589	-2.9	33,020	28,000	21,000
Information Systems	56	**27,119**	28,262	-4.0	34,179	27,600	20,000
Computer Systems Analyst	84	**29,290**	29,539	-0.8	34,776	28,800	25,000
OTHER FUNCTIONAL AREAS							
Actuarial	2	**32,200**	30,222	*	*	*	*
Agricultural/Natural Resources	18	**21,494**	20,122	*	*	*	*
Architecture	4	**26,100**	21,993	*	*	*	*
Consulting	45	**28,898**	28,679	0.8	32,940	29,000	26,000
Human Resources/Industrial Relations	29	**22,215**	23,233	-4.4	27,000	22,000	16,500
Management Trainee	279	**21,763**	22,269	-2.3	27,600	21,000	17,000
Mathematician/Statistician	4	**21,730**	25,451	*	*	*	*
Paralegal	5	**19,000**	20,908	*	*	*	*
Research (Nontechnical)	2	**27,500**	22,480	*	*	*	*
Research (Technical)	6	**29,859**	27,896	*	*	*	*
Teaching	203	**20,413**	19,353	5.5	24,000	21,000	15,000
	3,400						

PROPORTION OF OFFERS BY CURRICULAR AREA



Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average 90th Percentile 10th Percentile	$24,876 639 $28,000 $21,600	Number of Offers

Bachelor's Degree Curricula	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality - Hotels/Motels/ Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Accounting	$26,291 388 $30,000 $22,500	$20,000 1		$23,292 6	$23,000 1	$28,583 6	$22,625 4	$24,870 4	$27,000 1	$24,941 12		$25,500 2	$25,865 17		$18,075 4			
Business Administration - incl. Management Science	$24,380 5			$20,467 9	$22,250 4	$23,750 4	$24,000 6	$30,750 2	$18,000 1	$21,513 8	$17,467 6	$17,843 7	$25,764 13	$18,000 1	$20,416 54 $24,000 $17,300	$22,500 1		
Distribution Management																		
Economics & Finance (incl. Banking)	$24,052 10	$31,200 1		$22,873 24 $24,040 $19,200	$23,318 11	$30,312 5	$25,640 5	$26,000 5	$21,000 1	$21,250 16	$20,000 1	$25,750 4	$24,785 25 $27,500 $21,650	$21,000 1	$21,223 13			
Hotel / Restaurant Management											$16,500 1	$21,810 21 $22,000 $22,000			$20,000 1			
Human Resources (incl. Labor Relations)										$23,000 2			$22,563 16			$16,000 1		$20,000 1
Management Information Systems	$28,125 4					$28,178 2	$25,150 8	$30,333 3		$27,100 2			$27,092 5		$24,231 5			
Marketing/Marketing Management (incl. Research)		$21,500 2		$23,167 3	$26,875 4	$23,900 10	$23,188 8	$21,250 2	$25,000 1	$19,083 6	$19,950 2		$25,938 8		$21,595 59 $26,500 $18,000	$21,500 3		$24,000 3
Real Estate										$21,250 2								
Advertising		$19,500 5				$22,533 3									$17,500 2			
Communications		$17,000 1		$21,000 1		$21,000 3	$20,000 1		$20,000 1		$15,000 2		$22,640 5		$22,239 12	$21,000 1		$15,000 1
Journalism		$13,425 4				$16,946 6	$22,000 1	$22,000 1					$21,750 2	$21,840 1				$14,814 6
Telecommunications/ Broadcasting						$20,290 4												
Elementary Education													$18,000 1					
Pre-Elementary Education																		
Physical Education																		
Special Education																		

	SERVICE EMPLOYERS																	
Curriculum - Continued . . .	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Human Ecology													$15,300 1		$18,250 2			
Textiles & Clothing															$23,000 2			
Merchandising Management															$21,620 15			
Foreign Languages		$31,500 1											$21,000 1			$25,000 1		
Letters				$17,750 2		$17,000 1	$25,000 1			$25,000 1					$22,740 1		$19,000 1	
Visual & Performing Arts						$22,000 1												$16,850 1
Humanities-Other													$12,000 1	$20,050 1			$25,000 1	
Criminal Justice														$20,067 6			$23,000 1	
History				$21,000 1		$24,000 1									$14,450 2			
Political Science / Government				$22,000 2	$16,800 1	$17,000 1		$26,000 1		$22,000 1			$18,000 1	$11,440 2	$21,900 5			$25,525 2
Psychology						$18,500 1			$22,000 1		$12,850 1	$18,000 1	$17,950 2		$18,553 6		$21,000 1	
Sociology										$20,000 1		$17,500 1			$19,400 2	$14,000 1	$23,000 1	
Social Sciences-Other				$16,200 1		$12,000 1	$25,000 1	$20,000 2	$14,500 1				$23,500 1	$18,500 2	$18,567 3			
Aerospace & Aeronautical Engineering																		
Agricultural Engineering								$32,375 4										
Architectural Engineering								$31,500 1										
Bioengineering & Biomedical Engineering															$28,500 1			
Chemical Engineering								$36,150 2	$32,000 1									
Civil Engineering								$29,592 34 $30,014 $26,004	$29,176 31 $30,000 $26,400									
Computer Engineering						$38,000 2	$23,000 1											

Curriculum - Continued . . .	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Electrical Engineering						$33,357 7	$31,033 11	$31,784 19	$31,725 8						$28,500 1			
Environmental Engineering																		
Industrial Engineering	$30,000 1							$30,675 4	$20,000 1				$26,000 3					
Mechanical Engineering			$29,000 1				$35,000 1	$32,533 11	$31,900 5						$33,333 3	$30,000 1		
Metallurgical Engineering																		
Mining Engineering								$30,192 11	$25,280 2									
Nuclear Engineering								$32,400 1										
Petroleum Engineering									$33,000 1									
Textile Engineering																		
Engineering Technology							$27,287 3		$37,920 2									$28,000 1
Industrial Technology																		
Agribusiness				$28,987 3				$19,900 2										
Animal Sciences				$30,000 1				$21,500 1										
Plant Sciences															$12,400 1			
Natural Resources															$20,000 1			
Other Agricultural Sciences												$25,000 1						
Computer Science	$32,500 2			$27,735 3		$32,353 15	$26,004 31 $32,032 $20,000	$28,850 4	$25,500 1	$29,833 3		$22,500 1	$27,824 13		$24,000 1			$24,500 2
Computer Programming							$29,500 3	$31,500 2							$27,000 1			
Information Sciences & Systems						$29,506 1	$25,791 11	$34,000 1		$23,000 3			$27,180 3		$22,867 3			
Systems Analysis																		

Curriculum - Continued . . .	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy															$30,000 1			
Actuarial													$32,400 1					
Architectural & Environmental Design			$26,500 2						$28,000 1		$25,000 1							
Biological							$22,000 1								$21,667 3			
Chemistry									$36,000 1									$15,000 1
Geological									$25,667 3									
Mathematics (incl Statistics)				$25,200 1			$23,933 3	$24,000 2	$30,053 3				$20,000 2					
Physics							$19,000 1											
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$26,231 407 $30,000 $22,200	$19,620 15		$22,046 49 $25,000 $18,000	$23,467 21 $28,000 $18,000	$23,334 49 $32,000 $15,000	$24,054 25 $28,800 $20,096	$25,864 29 $31,500 $20,000	$21,166 7	$22,337 51 $29,000 $16,000	$17,706 13	$21,456 36 $24,000 $18,000	$24,236 [illegible] $28,000 $18,000	$18,960 14	$20,982 108 $26,000 $16,000	$20,375 8	$22,200 5	$18,905 14
Technical Curricula	$31,667 3		$27,200 3	$25,103 8		$32,972 25 $36,000 $29,500	$26,853 66 $33,500 $19,992	$30,122 99 $33,900 $26,000	$29,916 60 $35,500 $25,000	$26,317 6	$25,000 1	$23,750 2	$26,511 22 $29,000 $25,000		$25,080 16	$30,000 1		$23,150 4

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$31,213 8	$49,000 1		$30,333 3	$21,750 2	$31,750 4	$31,400 5	$30,540 5		$42,500 2		$28,100 5	$40,000 1					
MBA - Technical Undergraduate Degree										$30,900 1			$32,500 2					

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting			$22,143 8	$24,790 3	$19,250 2	$21,158 11	$24,298 23 $26,880 $20,000	$25,750 2	$20,364 5					$26,500 2	$25,000 2	$27,300 1	$25,000 2	$27,375 4
Business Administration - incl. Management Science	$17,500 1	$20,240 2	$24,214 7		$23,250 4	$22,517 7	$21,875 4	$19,797 5					$22,000 1	$24,750 2		$28,625 4	$18,000 3	$29,386 8
Distribution Management						$22,500 1										$29,200 1		
Economics & Finance (incl. Banking)	$26,000 1		$23,000 3	$36,000 1		$19,404 7	$23,258 4		$25,000 1				$28,000 1	$24,180 1		$29,000 2		$27,867 3
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)			$26,200 1	$23,200 1												$32,000 1	$27,000 1	
Management Information Systems			$27,174 2	$27,503 3	$28,900 1		$22,500 1		$25,000 1					$25,000 1	$30,500 2	$28,000 2	$24,000 1	$31,732 5
Marketing / Marketing Management (incl. Research)			$18,200 5	$20,000 1	$26,000 1	$22,550 2	$20,000 1									$25,000 1		$29,672 6
Real Estate	$17,000 1						$20,820 1											
Advertising																		
Communications	$10,900 1		$27,833 2	$24,500 1	$21,500 2			$18,000 1				$15,000 1	$16,645 1		$21,000 1	$28,100 2	$20,000 1	
Journalism	$22,000 1				$18,000 1		$21,600 1											$34,000 1
Telecommunications / Broadcasting																		
Elementary Education					$20,873 94 $23,975 $14,292					$12,948 2		$14,250 2						
Pre-Elementary Education					$19,730 13													
Physical Education					$18,929 12			$13,440 1	$17,000 1									
Special Education					$23,706 17				$17,500 1									

Curriculum - Continued . . .	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology					$20,450 2							$15,000 1						
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages					$19,925 2	$16,644 1												
Letters				$32,000 1	$22,905 10	$20,200 2	$20,800 1		$10,400 1									
Visual & Performing Arts					$19,444 14							$23,600 2						
Humanities-Other					$20,581 5	$24,750 2		$17,500 2										
Criminal Justice						$17,300 1	$21,575 7					$16,000 1						
History					$15,000 1	$16,000 1	$30,000 1					$24,000 1						$30,000 1
Political Science / Government					$15,000 1	$20,720 5	$20,973 3											$28,000 1
Psychology					$22,328 3	$23,100 1	$20,820 1		$17,500 1	$18,500 1		$17,800 5	$11,000 1				$25,200 1	
Sociology			$19,500 1		$17,800 1		$29,100 2		$20,454 2	$18,000 1		$16,480 5	$10,000 1					
Social Sciences-Other			$25,000 1		$20,174 6	$20,133 3	$16,485 4		$18,100 3	$21,200 1		$15,920 5	$27,000 3					
Aerospace & Aeronautical Engineering						$27,533 10								$30,537 22 $32,000 $29,900				
Agricultural Engineering															$25,000 1	$36,100 4		
Architectural Engineering							$27,184 3										$31,400 4	
Bioengineering & Biomedical Engineering									$17,000 1									
Chemical Engineering			$24,812 1			$21,201 1	$30,000 1								$36,000 6	$34,800 5	$40,800 1	$36,703 83 $38,400 $35,400
Civil Engineering		$28,000 1	$26,224 23 $29,100 $24,144	$32,017 9		$26,243 4	$27,355 37 $33,000 $24,144							$28,561 3		$31,920 2	$29,248 15	$33,388 2
Computer Engineering						$25,253 4	$28,500 1											

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
Curriculum - Continued . . .	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering		$39,200 1		$32,935 39 $34,500 $31,080		$25,775 19	$33,500 1							$31,978 25 $33,966 $30,160		$33,500 16	$24,000 1	$35,987 11
Environmental Engineering																		
Industrial Engineering			$30,000 1	$34,595 4		$26,252 3								$27,000 2		$31,563 6	$31,000 1	$34,563 8
Mechanical Engineering		$31,500 2		$32,876 14		$25,467 13	$29,016 1							$30,381 27 $32,500 $28,500	$34,000 5	$33,116 34 $34,500 $31,000	$34,300 4	$36,181 33 $38,400 $34,200
Metallurgical Engineering				$50,400 1										$31,500 1	$30,000 1	$33,000 2		
Mining Engineering				$33,800 1			$24,000 1									$25,400 1		
Nuclear Engineering				$33,200 2		$26,252 1	$33,500 1											
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology														$24,875 4			$24,000 2	
Industrial Technology														$31,200 1		$25,200 4		
Agribusiness															$22,100 10			$24,500 1
Animal Sciences						$22,200 1									$20,286 7			
Plant Sciences					$38,000 1													
Natural Resources							$24,000 1											
Other Agricultural Sciences															$25,000 2			
Computer Science		$28,750 6	$28,500 2	$29,580 3	$22,000 1	$27,033 4	$21,200 4	$30,000 1						$30,702 9				$33,638 2
Computer Programming			$29,400 1															
Information Sciences & Systems			$27,300 3	$29,500 1		$20,195 1								$26,000 3		$30,000 2		$30,500 2
Systems Analysis							$18,000 1											

Curriculum - Continued . . .	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Allied Health					$23,027 3		$14,504 2	$30,048 25 $33,000 $27,000	$24,000 2									
Health Sciences								$23,004 9	$18,275 4				$17,000 3					
Nursing							$22,175 1	$26,273 23 $35,000 $21,000	$29,036 3									$22,000 1
Pharmacy									$30,000 1									
Actuarial																		
Architectural & Environmental Design																$26,500 1	$25,833 3	
Biological		$18,625 4			$18,250 2			$18,000 1										
Chemistry		$23,000 2			$14,700 2	$31,200 1												$28,623 7
Geological		$32,000 1				$24,825 2												
Mathematics (incl. Statistics)					$19,130 8	$20,195 1	$33,900 1	$22,000 1								$24,000 1		$40,400 1
Physics						$24,000 1											$28,500 1	$32,000 1
Other Physical & Earth Sciences					$19,747 1													
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Nontechnical Curricula	$18,680 5	$20,240 2	$22,912 30 $29,400 $17,000	$26,625 11	$20,517 192 $24,500 $15,000	$20,926 44 $24,000 $16,644	$22,852 54 $27,000 $18,000	$19,720 11	$19,339 16	$16,719 5		$17,248 23 $20,000 $13,000	$21,081 8	$25,280 6	$26,520 5	$28,443 14	$22,244 9	$29,521 29 $34,000 $24,000
Technical Curricula		$26,927 17	$26,654 31 $29,400 $24,752	$32,974 74 $34,500 $29,000	$20,546 18	$25,877 66 $28,000 $21,204	$26,515 56 $33,500 $22,175	$27,209 60 $34,000 $20,000	$24,019 11				$17,000 3	$30,396 97 $32,801 $27,500	$26,816 32 $35,500 $16,800	$32,587 78 $35,400 $29,640	$29,660 32 $34,200 $26,000	$35,704 152 $38,400 $32,100

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
MBA - Nontechnical Undergraduate Degree	$25,000 1			$24,148 3		$20,200 1	$20,280 1	$30,000 1								$34,800 1		
MBA - Technical Undergraduate Degree							$34,000 2											$29,150 2

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Accounting	$27,000 1	$25,253 6		$27,000 1	$17,200 1			$24,000 1	$27,275 20 $29,000 $26,000				$14,500 2	$27,500 1		$21,475 8
Business Administration - incl. Management Science	$28,000 2	$24,800 2	$28,450 4	$32,000 1	$20,000 1	$22,000 1		$16,000 1	$27,796 5	$22,800 1		$26,500 1		$22,460 7		$25,500 3
Distribution Management																
Economics & Finance (incl. Banking)		$23,800 4	$26,533 3		$27,000 1		$22,800 2	$25,600 3	$26,906 20 $33,000 $24,000	$12,000 1		$29,000 2	$26,100 1	$27,500 1	$16,000 1	$21,343 7
Hotel / Restaurant Management																
Human Resources (incl. Labor Relations)	$33,000 1		$30,000 1	$24,500 1			$23,000 1		$25,000 1							
Management Information Systems	$29,750 2		$26,333 3	$33,000 1		$27,600 1	$26,100 1		$25,000 1			$31,700 2		$27,750 2		
Marketing / Marketing Management (incl. Research)	$24,500 4	$25,564 5	$23,244 9	$28,600 2					$28,400 5	$24,650 2	$30,000 1	$25,000 3	$21,600 1	$22,380 5	$23,000 1	$21,600 19
Real Estate																
Advertising							$18,500 1			$26,000 1						
Communications			$28,750 2												$23,000 1	$21,125 4
Journalism															$18,000 1	$19,360 3
Telecommunications / Broadcasting																
Elementary Education																
Pre-Elementary Education																$18,000 1
Physical Education																
Special Education																

Curriculum - Continued . . .	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Human Ecology																$17,500 1
Textiles & Clothing														$25,400 2		
Merchandising Management																
Foreign Languages																
Letters														$21,000 1	$27,600 1	$18,500 2
Visual & Performing Arts																
Humanities-Other			$20,000 1											$21,000 1		$27,750 2
Criminal Justice																
History																$25,000 1
Political Science / Government			$23,050 2						$22,000 1	$26,500 2						
Psychology									$24,504 1	$12,553 2						$19,000 1
Sociology										$22,000 1					$23,000 1	$18,500 2
Social Sciences-Other						$12,584 1										
Aerospace & Aeronautical Engineering		$35,400 1							$36,120 1						$36,000 1	$26,000 1
Agricultural Engineering									$30,000 1							
Architectural Engineering									$36,350 2							$19,500 1
Bioengineering & Biomedical Engineering		$32,060 1														
Chemical Engineering	$38,000 2	$33,240 1	$35,179 7	$37,800 6	$34,200 2		$21,000 1	$37,800 5	$38,434 69 $40,200 $36,000					$36,750 2	$37,500 1	$36,600 2
Civil Engineering					$29,055 4	$32,420 3			$34,910 21 $37,800 $32,500				$28,000 1		$34,200 1	$28,400 2
Computer Engineering	$35,960 4	$33,547 6							$34,050 2							

Curriculum - Continued	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	$33,963 31 $36,400 $32,400	$33,860 44 $36,000 $31,777	$37,500 1		$33,703 7		$33,720 1	$37,386 7	$35,557 21 $37,500 $33,400			$34,830 2		$34,500 1		$33,438 8
Environmental Engineering																
Industrial Engineering	$31,540 2	$31,509 11	$33,493 3	$33,000 1	$34,050 4		$30,000 1	$33,500 4					$30,500 1		$32,800 1	$27,000 1
Mechanical Engineering	$32,767 6	$32,358 20 $34,800 $30,840	$35,850 10	$35,500 4	$32,818 13		$32,625 4	$35,033 6	$37,419 75 $39,500 $33,600	$33,000 2		$32,041 7			$34,640 5	$31,143 10
Metallurgical Engineering					$33,484 7			$34,800 2	$36,000 1				$31,833 3			
Mining Engineering						$32,466 11			$33,900 1							
Nuclear Engineering		$35,400 2														
Petroleum Engineering									$38,835 44 $42,000 $32,000						$37,500 1	
Textile Engineering																
Engineering Technology	$32,000 1	$33,000 1							$32,600 2	$24,353 3						$27,000 2
Industrial Technology																$18,000 2
Agribusiness			$26,000 1		$16,500 1											
Animal Sciences																
Plant Sciences																
Natural Resources																
Other Agricultural Sciences			$23,020 5				$35,800 1									
Computer Science	$30,841 18	$32,736 9		$32,000 1	$35,400 1		$31,200 1	$32,400 2	$33,531 18	$31,000 1		$31,050 2		$28,325 2	$21,500 1	$31,860 2
Computer Programming	$34,000 1	$31,200 1														
Information Sciences & Systems		$29,400 3							$29,750 6							
Systems Analysis																

Curriculum - Continued . . .	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Allied Health																
Health Sciences																$23,040 1
Nursing																
Pharmacy																
Actuarial																
Architectural & Environmental Design																
Biological			$20,400 1									$21,000 1				
Chemistry																
Geological									$39,500 1							
Mathematics (incl. Statistics)		$26,000 1							$36,000 1					$22,724 1		
Physics		$32,500 1														
Other Physical & Earth Sciences																
Polymer Science																
Textile Science																

BACHELOR'S SUMMARY

	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Nontechnical Curricula	$27,350 10	$24,950 17	$25,408 25 $30,000 $21,000	$28,950 6	$21,400 3	$20,728 3	$23,440 5	$23,360 5	$27,752 54 $31,500 $24,504	$21,031 10	$30,000 1	$27,063 8	$19,175 4	$23,621 20 $27,500 $14,000	$21,767 6	$21,476 54 $28,000 $15,000
Technical Curricula	$33,069 65 $36,000 $27,600	$32,959 102 $35,400 $31,000	$32,294 28 $37,500 $24,000	$36,150 12	$32,466 39 $34,800 $29,380	$32,456 14	$31,269 9	$35,742 26 $38,400 $33,500	$37,043 264 $40,800 $32,400	$26,015 4	$33,000 2	$31,421 12	$30,800 5	$31,229 6	$33,882 11	$30,131 32 $35,400 $24,000

MBA - INEXPERIENCED - BY EMPLOYER TYPE

	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
MBA - Nontechnical Undergraduate Degree	$42,000 1		$41,000 2						$36,267 3						$30,000 1	$23,650 2
MBA - Technical Undergraduate Degree									$30,000 1							

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average	$24,876 639	Number of Offers
90th Percentile	$28,000	
10th Percentile	$21,600	

FUNCTIONAL AREA

	FINANCE												COMMUNICATIONS					
Bachelor's Degree Curriculum	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Accounting	$26,351 372 $30,000 $23,000	$24,173 131 $28,000 $18,000	$16,000 1	$25,000 1	$27,500 2				$27,532 8	$25,000 1	$27,996 1	$23,400 1				$27,000 1		
Business Administration (incl. Management Science)	$18,825 4	$20,072 7	$20,600 3	$14,190 2					$23,725 10		$26,039 6	$20,250 2				$23,000 2	$16,975 4	$18,000 1
Distribution Management																		
Economics & Finance (incl. Banking)	$23,600 9	$24,858 15	$22,338 8	$24,013 3	$25,660 5	$24,000 1	$18,500 3	$23,750 4	$25,705 43 $31,500 $20,195	$26,500 2	$24,468 10	$25,381 7					$18,000 1	
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)											$23,250 4	$22,039 4						
Management Information Systems	$32,000 1								$31,200 1									
Marketing / Marketing Management (incl. Research)		$22,800 2	$23,500 1		$31,500 1			$24,000 1	$25,250 2	$18,000 1	$22,000 1	$28,333 3		$29,000 1		$19,000 1		
Real Estate									$18,500 1	$24,000 1								
Advertising		$24,000 1														$22,500 2		$16,900 1
Communications				$16,645 1							$22,100 2	$23,000 3	$17,250 2			$19,572 3	$17,725 4	$22,000 1
Journalism		$16,500 4										$21,750 2	$12,584 1		$14,765 7	$10,700 1	$22,360 4	$15,900 3
Telecommunications / Broadcasting															$11,960 1	$23,067 3		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																		
Special Education																		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Human Ecology																		
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages												$21,600 1						
Letters																		$26,300 2
Visual & Performing Arts																$19,425 2		
Humanities-Other											$12,000 1							
Criminal Justice																		
History				$21,000 1									$25,000 1					
Political Science / Government		$35,000 1	$22,000 1	$22,000 1	$22,000 1			$16,800 1	$22,000 1			$14,700 2	$26,000 1					$17,000 1
Psychology									$22,000 1		$14,700 1							
Sociology												$21,000 1						
Social Sciences-Other												$23,500 1	$14,400 1					
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																		
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering																		
Civil Engineering																		
Computer Engineering																		

FUNCTIONAL AREA

Curriculum - Continued . . .	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Electrical Engineering																		
Environmental Engineering																		
Industrial Engineering												$25,000 1						
Mechanical Engineering																		
Metallurgical Engineering																		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology													$25,020 3					
Industrial Technology																		
Agribusiness				$21,500 1													$16,800 1	
Animal Sciences				$30,000 1														
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science																		
Computer Programming																		
Information Sciences & Systems		$18,000 1																
Systems Analysis																		

FUNCTIONAL AREA

CONTINUED ...

	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design																		
Biological																		
Chemistry																		$15,600 1
Geological																		
Mathematics (incl. Statistics)				$11,440 1						$15,000 1					$26,000 1			
Physics																		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Nontechnical Curricula	$26,223 386 $30,000 $22,200	$23,917 161 $27,996 $17,000	$21,571 14	$20,563 9	$26,311 9	$24,000 1	$18,500 3	$22,633 6	$25,478 67 $31,500 $20,000	$24,000 5	$23,647 26 $27,996 $20,000	$23,064 27 $26,200 $20,000	$18,747 6	$29,000 1	$14,415 8	$20,964 15	$18,942 13	$19,356 9
Technical Curricula		$18,090 1		$20,980 3						$15,630 1		$25,000 1	$25,020 3		$26,000 1		$16,800 1	$15,600 1

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES - Continued . . .

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
Bachelor's Degree Curricula	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Accounting							$26,000 2	$25,206 2	$22,456 18									
Business Administration - incl. Management Science	$20,900 2	$23,329 7	$26,640 7	$21,000 1	$22,500 2	$27,800 2	$23,480 10		$22,150 2	$24,000 1		$25,764 1						$22,000 1
Distribution Management						$29,200 1						$22,500 1						
Economics & Finance (incl. Banking)		$20,000 1			$27,255 3	$19,500 1	$25,600 21 $31,000 $20,400	$20,165 3	$23,094 4	$17,600 1		$18,000 1						
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)			$24,500 1				$22,571 7											$23,000 1
Management Information Systems							$23,000 1		$22,500 1									
Marketing / Marketing Management (incl. Research)		$23,000 3	$20,586 7	$24,500 2	$22,036 14	$17,000 1	$24,167 89 $30,000 $18,000	$20,000 1	$22,100 1									
Real Estate														$18,910 2				
Advertising	$18,000 1					$18,500 1	$20,533 3											
Communications	$30,000 1	$30,633 2	$18,000 1			$20,000 2	$24,050 10											$26,500 1
Journalism			$15,000 1	$28,000 1			$34,000 1											
Telecommunications / Broadcasting																		
Elementary Education							$18,000 1											
Pre-Elementary Education																		
Physical Education																		
Special Education																		

CONTINUED ...

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand /Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Human Ecology							$16,400 2											
Textiles & Clothing																		
Merchandising Management			$22,333 9															
Foreign Languages					$31,500 1							$16,644 1						
Letters	$32,000 1			$17,000 1	$19,000 1		$17,500 1				$20,200 1							
Visual & Performing Arts																		
Humanities-Other							$30,000 1				$25,000 1	$22,000 1						
Criminal Justice								$19,099 3			$20,648 6	$28,140 1	$23,000 1					
History		$24,000 1	$18,900 1				$20,000 2					$23,000 2						
Political Science / Government							$23,830 5	$15,200 4	$24,000 1			$22,000 1	$26,000 1					
Psychology					$21,000 1		$16,071 6				$21,000 1	$23,100 1						
Sociology			$19,200 1				$21,533 3	$31,200 1			$25,000 2							
Social Sciences-Other	$12,000 1	$20,000 1		$25,000 1				$17,16[illegible] 2				$23,000 2					$17,680 2	
Aerospace & Aeronautical Engineering																$30,984 9		$29,467 6
Agricultural Engineering																$36,150 2	$32,750 2	
Architectural Engineering																$31,095 9		
Bioengineering & Biomedical Engineering															$17,000 1			
Chemical Engineering					$37,500 1											$34,369 6	$32,667 3	$37,001 18
Civil Engineering					$36,100 1		$29,420 1					$24,000 1				$28,420 91 $33,000 $24,752	$32,937 15	$31,500 4
Computer Engineering							$23,000 1									$35,500 2		

FUNCTIONAL AREA

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Electrical Engineering		$34,700 1					$28,700 5				$32,300 1					$33,051 15		$33,573 31 $36,504 $30,680
Environmental Engineering																		
Industrial Engineering		$31,800 1				$32,100 1	$31,000 5									$26,252 1		$32,645 31 $34,800 $30,360
Mechanical Engineering		$34,500 1		$31,800 2			$32,504 16					$26,000 1			$37,500 1	$34,311 45 $38,400 $30,000	$32,000 2	$33,875 80 $37,500 $30,000
Metallurgical Engineering							$34,066 1									$35,200 1		$33,250 6
Mining Engineering																	$28,163 5	$33,900 1
Nuclear Engineering																		$32,500 1
Petroleum Engineering																$34,592 2		$36,267 3
Textile Engineering																		
Engineering Technology																$26,000 1		$26,667 3
Industrial Technology																$21,067 3		$18,000 1
Agribusiness			$24,500 1				$23,667 3											
Animal Sciences							$24,667 3					$22,200 1						
Plant Sciences							$12,480 1											
Natural Resources																		
Other Agricultural Sciences																		
Computer Science				$21,500 1	$29,000 1		$15,996 2		$16,800 1									
Computer Programming																		
Information Sciences & Systems																		
Systems Analysis																		

	MARKETING							PUBLIC ADMINISTRATION								ENGINEERING			
	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design							$26,500 1									$28,000 2		
Biological			$18,000 1				$23,500 2								$21,750 2			
Chemistry																	$24,500 2	
Geological												$24,825 2					$22,000 2	
Mathematics (incl. Statistics)																		
Physics							$30,250 2											
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Nontechnical Curricula	$22,300 6	$23,838 15	$22,399 28 $27,480 $18,000	$23,333 6	$23,035 22 $30,000 $16,500	$22,425 8	$23,739 165 $30,000 $17,500	$19,658 16	$22,574 27 $25,500 $20,195	$20,800 2	$21,826 11	$22,512 12	$24,500 2	$18,910 2			$17,880 2	$23,833 3
Technical Curricula		$33,067 3	$21,250 2	$28,367 3	$34,200 3	$32,100 1	$28,570 43 $33,000 $21,500		$16,800 1		$32,300 1	$24,370 5			$24,500 4	$30,747 188 $37,400 $24,812	$30,819 31 $36,000 $26,016	$33,545 185 $37,500 $30,000

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Accounting										$30,000 1								
Business Administration - incl. Management Science	$29,100 2				$33,000 1				$19,500 1	$22,880 1				$22,000 1				
Distribution Management																		
Economics & Finance (incl. Banking)	$28,200 1									$25,000 1								
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)																		
Management Information Systems	$25,000 3									$28,000 1								
Marketing / Marketing Management (incl. Research)																		
Real Estate																		
Advertising																		
Communications										$15,000 1								
Journalism																		
Telecommunications / Broadcasting																		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																$13,440 1		
Special Education																		

Curriculum - Continued . . .	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Human Ecology										$15,000 1								
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages																		
Letters																		
Visual & Performing Arts																		
Humanities-Other																		
Criminal Justice																		
History																		
Political Science / Government																		
Psychology																		$15,000 2
Sociology																		
Social Sciences-Other																		$13,000 1
Aerospace & Aeronautical Engineering	$32,240 1		$26,252 1		$28,678 4	$29,436 8			$30,904 7									
Agricultural Engineering					$38,100 1	$32,000 2			$36,000 1									
Architectural Engineering						$31,500 1			$29,500 1									
Bioengineering & Biomedical Engineering			$32,000 1															$28,500 1
Chemical Engineering					$36,712 23 $38,460 $35,820		$37,324 132 $39,600 $35,100	$36,332 10	$35,467 6									
Civil Engineering		$28,522 1				$29,092 2		$31,144 18	$28,252 46 $31,000 $24,500				$29,200 1					
Computer Engineering	$32,128 2		$33,800 5	$31,431 4	$31,128 2	$34,400 1			$33,600 1								$34,000 1	

Curriculum - Continued . . .	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Electrical Engineering	$33,400 25 $36,000 $32,000	$33,163 43 $36,000 $31,000	$33,532 14	$33,273 19	$30,886 17	$33,050 13	$35,967 6	$33,404 28 $37,500 $29,000	$32,415 52 $36,000 $28,000									
Environmental Engineering																		
Industrial Engineering		$31,500 1				$32,000 1	$24,000 1	$31,000 1	$29,998 10					$31,000 1				
Mechanical Engineering	$33,100 2	$31,881 13		$32,500 1	$32,945 18	$30,900 5	$37,791 11	$34,723 46 $38,400 $30,656	$33,874 58 $38,500 $26,252									
Metallurgical Engineering		$50,400 1			$33,500 1		$32,083 6	$34,800 1	$34,620 1									
Mining Engineering						$27,500 2		$35,997 10	$31,993 6									
Nuclear Engineering		$33,700 2			$32,400 1	$36,000 1	$34,800 1		$26,252 1									
Petroleum Engineering					$40,000 1	$30,000 1	$40,420 15	$39,133 21 $41,000 $36,600	$41,148 2									
Textile Engineering																		
Engineering Technology	$30,900 2			$27,500 1				$23,500 2	$32,340 6									
Industrial Technology																		
Agribusiness																		
Animal Sciences																		
Plant Sciences																		
Natural Resources											$24,000 1							
Other Agricultural Sciences					$35,000 1													
Computer Science	$33,175 13	$32,100 1	$30,784 11			$20,800 1	$35,400 1	$33,240 3	$30,446 9									$24,000 1
Computer Programming	$31,500 1		$31,200 1															
Information Sciences & Systems	$29,500 1																	
Systems Analysis																		

Continued . . .

	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Allied Health												$26,817 3		$30,240 5				$29,020 22 $33,000 $22,880
Health Sciences												$21,400 5		$28,000 1				$21,023 8
Nursing										$32,044 4			$25,308 24 $31,109 $20,000					
Pharmacy															$39,000 2			
Actuarial																		
Architectural & Environmental Design																		
Biological												$16,000 1						$16,500 2
Chemistry					$25,020 3	$24,900 1	$30,587 3	$29,600 2										
Geological								$34,833 3										
Mathematics (incl. Statistics)	$25,200 1								$34,092 5	$22,000 1								
Physics				$32,500 1														
Other Physical & Earth Sciences																		
Polymer Sciencer																		
Textile Science																		

BACHELOR'S SUMMARY

	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Nontechnical Curricula	$26,900 6				$33,000 1				$19,500 1	$22,647 6				$22,000 1		$13,440 1		$14,333 3
Technical Curricula	$32,895 48 $36,000 $29,500	$33,070 82 $36,000 $27,600	$32,319 33 $35,000 $29,380	$32,708 26 $35,100 $26,252	$33,243 72 $38,400 $26,252	$30,934 38 $34,400 $25,000	$37,176 176 $40,000 $34,000	$34,238 145 $39,300 $29,000	$31,939 222 $37,800 $26,000	$30,835 5	$24,000 1	$22,606 9	$25,463 25 $31,109 $20,000	$30,040 7	$39,000 2		$34,000 1	$26,239 34 $32,000 $18,000

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration-Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Accounting					$42,000 1	$23,000 2	$28,200 1		$18,000 1		$34,000 1		$23,175 4					
Business Administration - incl. Management Science	$20,250 2				$22,680 2	$24,336 10	$27,493 4				$30,250 4	$21,886 7	$21,510 82 $26,700 $17,500			$30,000 1		$21,333 3
Distribution Management																		
Economics & Finance (incl. Banking)	$28,000 1				$24,550 2	$30,000 1		$32,000 1			$25,833 6		$21,943 30 $26,500 $17,000	$14,000 1			$33,000 2	
Hotel / Restaurant Management													$21,526 23 $22,000 $22,000					
Human Resources (incl. Labor Relations)												$25,233 9	$24,333 3					
Management Information Systems					$28,288 19	$26,069 14	$30,613 12				$29,125 4		$20,789 4					
Marketing / Marketing Management (incl. Research)					$27,000 1						$26,750 2	$20,767 3	$20,677 46 $24,000 $17,000					$26,000 1
Real Estate																		
Advertising													$20,333 3					
Communications		$20,000 1			$20,000 1							$21,500 2	$19,735 10					
Journalism												$22,000 1	$17,667 3					
Telecommunications / Broadcasting																		
Elementary Education	$18,100 1	$13,350 1																$19,894 96 $23,975 $14,000
Pre-Elementary Education													$18,000 1					$19,739 13
Physical Education											$17,000 1							$18,629 12
Special Education		$17,500 1																$23,706 17

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
Curriculum - Continued . . .	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Acutarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology													$19,250 2					$20,450 2
Textiles & Clothing													$24,200 4					
Merchandising Management													$20,550 6					
Foreign Languages													$25,000 1					$19,925 2
Letters		$10,400 1										$19,267 3	$21,685 4					$22,705 11
Visual & Performing Arts	$28,000 1																	$19,428 15
Humanities-Other		$17,500 2											$23,500 4		$20,000 1			$20,591 5
Criminal Justice		$20,500 2													$19,333 3			
History		$24,000 1																$15,800 1
Political Science / Government		$15,000 1									$26,000 1		$21,617 6			$25,000 1		
Psychology	$25,000 2	$13,000 2		$13,000 1	$17,500 1						$18,500 1	$22,662 2	$19,058 6					$22,328 3
Sociology	$16,200 2	$15,000 2		$16,977 4								$14,000 1	$18,800 5					$17,600 1
Social Sciences-Other	$19,600 2	$17,175 4		$16,970 6	$25,000 1						$21,000 1		$21,581 6		$17,000 1			$20,174 6
Aerospace & Aeronautical Engineering																		
Agricultural Engineering									$25,000 1		$28,000 1							
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering																		
Civil Engineering					$29,500 1		$30,560 8				$30,250 2		$28,000 1					
Computer Engineering					$28,500 1													

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
Curriculum - Continued . . .	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering					$31,000 1	$31,625 4	$34,427 3				$28,250 2		$35,400 1				$33,500 1	
Environmental Engineering																		
Industrial Engineering							$41,000 1				$30,840 5		$32,900 2					
Mechanical Engineering					$29,500 1								$35,140 3				$26,252 1	
Metallurgical Engineering																		
Mining Engineering											$31,525 4							
Nuclear Engineering																		
Petroleum Engineering													$20,856 1					
Textile Engineering																		
Engineering Technology					$26,500 2								$26,000 1					
Industrial Technology													$27,600 3					
Agribusiness					$16,500 1				$24,260 5		$27,600 1		$18,460 5					
Animal Sciences									$17,900 5									
Plant Sciences																		$38,000 1
Natural Resources									$20,000 1									
Other Agricultural Sciences									$22,620 5				$25,667 3					
Computer Science		$18,000 1			$28,646 50 $33,800 $22,500	$31,510 15	$28,807 38 $34,000 $25,000				$32,750 4		$24,000 1					$22,000 1
Computer Programming					$29,480 5						$31,500 2							
Information Sciences & Systems					$26,272 11	$24,400 8	$28,456 15				$30,333 3		$28,825 4					
Systems Analysis							$18,600 1											

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS											
Curriculum - Continued	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Allied Health		$14,000 1		$14,500 1														
Health Sciences				$15,500 2														$20,000 1
Nursing																		
Pharmacy																		
Actuarial								$32,400 1										
Architectural & Environmental Design										$26,100 4		$19,500 1						
Biological						$22,000 1							$20,400 1				$21,000 1	$18,250 2
Chemistry																	$32,400 1	$12,570 1
Geological																		
Mathematics (incl. Statistics)					$24,960 5	$18,000 1	$26,000 1							$24,306 3				$20,230 7
Physics					$19,000 1													$24,000 1
Other Physical & Earth Sciences																		$19,747 1
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$21,473 11	$16,719 18		$16,612 11	$27,206 28 $30,000 $24,000	$25,345 27 $30,000 $20,000	$26,737 17	$32,000 1	$18,000 1		$26,786 21 $31,000 $24,000	$22,312 28 $27,000 $16,500	$21,250 253 $26,000 $17,000	$14,000 1	$18,000 5	$27,500 2	$33,000 2	$20,360 188 $24,000 $15,000
Technical Curricula		$16,344 2		$15,167 3	$27,835 88 $33,500 $21,000	$28,771 29 $35,000 $21,300	$29,177 67 $34,800 $24,500	$32,400 1	$21,700 17	$26,100 4	$30,746 24 $33,000 $28,000	$19,500 1	$26,664 26 $34,620 $20,400	$24,306 3			$28,288 4	$20,867 15

AVERAGE YEARLY SALARY OFFERS
Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	January 1991	January 1991	September 1990		90th	50th	10th
BUSINESS							
Accounting	**67**	**$30,293**	$29,647	2.2%	$35,000	$30,000	$26,000
MBA-Nontechnical undergraduate							
1 year or less experience	**53**	**31,099**	36,175	-14.0	40,000	30,000	24,300
1 to 2 years experience	**12**	**29,227**	43,310	*	*	*	*
2 to 4 years experience	**9**	**40,253**	45,683	*	*	*	*
Over 4 years experience	**28**	**40,900**	45,883	-10.9	50,000	38,000	28,500
MBA-Technical undergraduate degree							
1 year or less experience	**8**	**31,413**	37,737	*	*	*	*
1 to 2 years experience	**5**	**40,200**	48,191	*	*	*	*
2 to 4 years experience	+	+	50,355				
Over 4 years experience	**15**	**43,513**	51,452	*	*	*	*
MS-Business	+	+	34,347				
Economics & Finance	**4**	**34,952**	36,812	*	*	*	*
Labor/Industrial Relations (incl. Human Resources)	**3**	**31,467**	31,487	*	*	*	*
Management Information Systems	**6**	**35,033**	33,739	*	*	*	*
Marketing/Marketing Management (incl. Marketing Research)	**1**	**42,000**	35,440	*	*	*	*
COMMUNICATIONS							
Advertising	**4**	**33,250**	24,000	*	*	*	*
Communications	**5**	**26,392**	27,602	*	*	*	*
Journalism	+	+	24,500				
EDUCATION							
Education Administration	**9**	**25,857**	25,698	*	*	*	*
Elementary Education	**20**	**23,999**	22,893	4.8	28,169	24,500	16,000
Physical Education	**3**	**21,000**	27,508	*	*	*	*
Reading Education	**1**	**32,944**	22,000	*	*	*	*
Special Education	**5**	**25,958**	22,798	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	**1**	**21,000**	24,350	*	*	*	*
Letters (incl. Eng, Lit, etc)	**2**	**18,750**	22,400	*	*	*	*
Visual & Performing Arts	**1**	**21,325**	25,399	*	*	*	*
Humanities-Other	+	+	24,333				
History	+	+	22,500				
Political Science/Government	+	+	+				
Psychology	**7**	**26,573**	24,169	*	*	*	*
Sociology	+	+	20,500				
Social Sciences	**7**	**29,112**	26,536	*	*	*	*
ENGINEERING							
Aerospace & Aeronautical	**6**	**35,187**	36,114	*	*	*	*
Agricultural	+	+	37,700				
Bioengineering & Biomedical	+	+	36,500				
Chemical	**8**	**39,331**	37,862	*	*	*	*
Civil	**31**	**34,905**	32,366	7.8	39,100	35,480	30,000
Computer	+	+	35,748				
Electrical	**33**	**38,166**	37,526	1.7	40,500	38,000	34,000
Industrial	**7**	**34,192**	35,362	*	*	*	*
Mechanical	**29**	**36,143**	36,506	-1.0	41,500	36,000	31,940
Metallurgical	**9**	**38,984**	36,792	*	*	*	*
Mining	**9**	**34,311**	39,626	*	*	*	*
Nuclear	**2**	**37,800**	36,728	*	*	*	*
Petroleum	**12**	**45,283**	38,412	*	*	*	*
Textile	+	+	33,510				

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990		Percentiles	
	January 1991	January 1991	September 1990		90th	50th	10th
Continued . .							
HEALTH SCIENCES							
Allied Health	+	+	$25,696				
Health Sciences	1	**$20,000**	20,402	*	*	*	*
Nursing	+	+	34,900				
SCIENCES							
Agricultural & Natural Resources	2	**25,500**	22,839	*	*	*	*
Architectural & Environmental Design	+	+	26,905				
Biological	2	**24,679**	27,279	*	*	*	*
Chemistry	2	**27,000**	32,320	*	*	*	*
Computer Science	24	**35,796**	36,849	-2.9 %	$41,000	$37,900	$29,000
Geological (incl. Geophysics)	11	**34,818**	33,644	*	*	*	*
Mathematics	2	**21,200**	30,069	*	*	*	*
Physics	2	**29,650**	31,480	*	*	*	*
Polymer	+	+	37,098				
	468						

Doctoral Candidates

BUSINESS							
Business Administration & Management	+	+	N/A	N/A			
Computer & Information Sciences	3	**$57,033**	$54,788	*	*	*	*
Economics & Finance	+	+	44,000				
EDUCATION							
Education Administration	2	**42,159**	44,900	*	*		*
HUMANITIES & SOCIAL SCIENCES							
English	1	**30,000**	30,340	*	*	*	*
Foreign Languages	+	+	+				
Humanities	+	+	26,000				
Psychology	1	**50,000**	34,154	*	*	*	*
Sociology	+	+	32,502				
Social Sciences	1	**30,000**	34,200	*	*	*	*
ENGINEERING							
Aerospace	2	**42,000**	48,932	*	*	*	*
Chemical	2	**49,730**	50,524	*	*	*	*
Civil	+	+	44,481				
Computer	1	**59,500**	50,526	*	*	*	*
Electrical	7	**56,457**	53,147	*	*	*	*
Industrial	+	+	51,500				
Mechanical	+	+	49,887				
Metallurgical	4	**43,500**	47,296	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	1	**36,000**	38,912	*	*	*	*
Biological	+	+	32,500				
Chemistry	12	**46,047**	45,356	*	*	*	*
Geology & Geological Sciences	3	**51,433**	38,028	*	*	*	*
Mathematics	5	**35,300**	42,775	*	*	*	*
Physics	1	**40,000**	41,486	*	*	*	*
Polymer	+	+	46,625				
	46						

N/A - No historic data available

* Not computed for fewer than 20 offers

1990-91 CPC SALARY SURVEY PARTICIPANTS

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
Brown University
Buffalo State College
Clarkson University
Columbia University
Univ. of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Bus. & Public Admin.
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Eastern Connecticut State Univ.
Fordham Univ. - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
Ithaca College
The King's College
LeMoyne College
Univ. of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
Univ. of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research- Grad. School
Northeastern University
Pace Univ. - New York
Pace Univ. - Westchester
Polytechnic University
Post College
Pratt Institute
Regis College
Rensselaer Polytechnic Univ.
Rhode Island School of Design
Univ. of Rhode Island
Roberts Wesleyan College
Rochester Inst. of Technology
University of Rochester
Univ. of Rochester - W.E. Simon Grad. School of Bus.
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
SUNY - Brockport
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Tufts University
Union College
Vassar College
Wells College
Williams College
Worcester Polytechnic Inst.

MAPA

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California Univ. of Penna.
Capitol College
Carnegie-Mellon Univ.
Catholic Univ. of America
Centenary College
Delaware State College
University of Delaware
Univ. of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington Univ.
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
Univ. of Maryland- College Park
Marymount Univ.- Grad. School
Morgan State University
Neumann College
New Jersey Inst. of Technology
Penn State University
Penn State - Behrend
Penn State - Capitol College
Univ. of Pennsylvania
University of Pittsburgh
Point Park College
Princeton University
Ramapo College of NJ
Rutgers Univ. - Camden - Arts & Science
Rutgers Univ. - Newark
Rutgers Univ. - New Brunswick
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Thomas Jefferson University
Trenton State College
Villinova University
Virginia State University
Virginia Wesleyan Univ.
Washington & Lee Univ.
West Virginia Inst. of Technology
West Virginia University
Widener University
William Paterson College

MCPA

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve Univ.
Cedarville College
Central Missouri State Univ.
University of Chicago
Univ. of Chicago- Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia University
Davenport College - Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Drake University
Eastern Illinois University
Eastern Michigan Universtiy
Emporia State University
Eureka College
Ferris State University
Grace College
Grand View College
Hanover College
Greenville College
IIT-Illinois Inst. of Technology
Univ. of Illinois-Chicago
Univ. of Illinois - Chemistry & Chemical Engrg.
University of Illinois - Commerce & Business
Univ. of Illinois - Engrg.
Indiana University
Indiana Univ. - Northwest
Indiana Univ. / Purdue Univ. - Indianapolis
Iowa State Univ. - Agri.
Iowa State Univ. - Bus., Science & Humanities
Iowa State Univ. - Design
Iowa State Univ. - Engrg.
Iowa State Univ. - Family & Consumer Science
Iowa State Univ.- Vet. Med.
Univ. of Iowa - Bus / Engrg.
John Carroll University
Judson College
Univ. of Kansas - Arts
Univ. of Kansas - Bus.
Univ. of Kansas - Engrg.
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
Univ. of Michigan - Ann Arbor - Engineering
Univ. of Michigan- Dearborn
Univ. of Minnesota- Agri.
Univ. of Minnesota-Carlson Sch. of Mgmt.
Univ. of Minnesota-Lib. Arts
Minot State University
Univ.of Missouri - Columbia - Engineering
Univ. of Missouri - Rolla
Univ. of Missouri - St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
Univ. of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern Univ.- Kellogg Grad. Sch. of Business
Northwest Missouri State Univ.
University of Notre Dame
Ohio Northern University
Ohio State Univ. - Agri.
Ohio State Univ. - Arts & Sci.
Ohio State Univ. - Bus.
Ohio State Univ. - Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State Univ.
Southern Illinois Univ. - Carbondale
Southern Illinois Univ. - Edwardsville
Southwest Missouri State Univ.
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
Teikyo Westmar University
University of Toledo
Tri-State University
Viterbo College
Walsh College of Acct. & Bus.
Wartburg College
Washington Univ. - Bus.
Washington Univ. - Engrg.
Wayne State University
Wichita State University
Univ. of Wisconsin - Eau Claire
Univ. of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
Univ. of Wisconsin - Platteville
Univ. Wisconsin - River Falls
Univ. of Wisconsin - Stout
College of Wooster
Wright State University
Youngstown State Univ.

RMCPA

American Grad School of International Mgmt. - Thunderbird
University of Arizona
Brigham Young Univ.
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Kearney State College
Montana State University
University of Montana
Univ. of Nebraska - Lincoln
Univ. of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona Univ.
Univ. of North. Colorado
Sioux Falls College
South Dakota School of Mines
Univ of South Dakota -Bus.
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M Univ.
University of Alabama
Univ. of Alabama - Engrg
Univ. of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke Univ. - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State Univ.
Elon College
Emory Univ. - Business
Florida Atlantic Univ.
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern University
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville-Engrg.
Mars Hill College
Mary Washington College
Memphis State University
Mercer University - Atlanta
Middle Tennessee State Univ.
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central Univ.
North Carolina State University -Textiles
University of North Carolina -Chapel Hill
University of North Carolina-Greensboro
Northeast Louisiana Univ.
Northern Kentucky Univ.
Univ. of North Florida
Oglethorpe University
Old Dominion Univ.
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
St. Augustine's College
Samford University
University of South Alabama
University of South Carolina
University of South Carolina - Aiken
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
Univ. of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
Univ. of Tennessee - Chattanooga
Univ. of Tennessee - Knoxville
Troy State Univ. at Dothan
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Mgmt.
Virginia Tech & State Univ.
University of Virginia
Wake Forest University
Wake Forest Univ.-Babcock Grad. School of Mgmt.
Western Carolina Univ.
Western Kentucky Univ.
College of William & Mary
Winthrop College
Wofford College
Xavier Univ. of Louisiana

SWPA

Arkansas College
Univ. of Arkansas-Fayetteville
Baylor University
Corpus Christi State University
East Texas State University
Hendrix College
University of Houston
Univ.of Houston - Clear Lake
Lamar University
Langston University
Louisiana Tech University
Midwestern State University
University of North Texas
Oklahoma State University
Oklahoma State Univ. - Engrg.
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State Univ.
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
Univ. of Texas-Austin - Engrg.
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State Univ.- Fresno
California State Univ.-Hayward
California State Univ.- Long Beach
California State University- Los Angeles
California State University- Sacramento
Univ. of California - Irvine - Graduate School of Mgmt.
Univ. of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
Monterey Institute of International Studies
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Point Loma Nazarene College
Portland State University
University of Redlands
Ringling School of Art & Design
San Diego State University
University of San Francisco
San Franicisco State University
San Jose State University
Santa Clara University
Univ. of Southern California
Univ. of Southern California- Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

A3940-ZU 4/91

A study of 1990-1991 beginning offers

CPC $alary $urvey

March 1991

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

The current state of the economy means most of this year's college graduates are facing a job market that is tighter than those of previous years. While the January 1991 report showed that fall recruitment had proceeded as planned, current recruitment activity is being affected by a "wait and see" attitude as many employers reevaluate their needs.

Recruitment is a mixed bag, and this report shows that some types of graduates made significant gains while other types saw decreases in starting salary offers. This reflects what CPC's field representatives are reporting: Some industries are doing very well, others are cutting back drastically, and geographic location is playing a major role in the recruitment of this year's graduates.

The uncertainty of many employers about the future of the economy has had significant effects on the offers being made right now. The March 1991 report shows that salary offers are very conservative compared to last year's final figures, reported in September 1990. However, because the September 1990 report showed a tremendous jump in starting salaries from those reported in March 1990, many of the offers reported here are actually higher than those reported at this same time last year.

Business administration graduates, apparently affected by the recession, posted starting salary offers that are 1.8 percent lower than those reported in September 1990 and are now averaging $23,096. Starting salary offers for management trainee positions, averaging $22,256, are also down slightly, and offers for sales positions are up less than 1 percent to an average of $24,882.

Accounting graduates, reporting lower starting salaries as of the January 1991 report, are now posting an average of $26,603, though this figure represents a less than 1 percent increase over last September's figures. Marketing graduates saw no change in their starting salary offers that averaged $23,540, while economics and finance graduates received offers averaging $25,002, again lower than the average reported in September.

While its products earned recognition for their performance in the Persian Gulf War, the aerospace industry shows no immediate indications of a turnaround. Starting offers to aerospace engineers are still slightly below last September's figure with an average of $30,318.

At a time when most employers are extending fewer job offers than in the past, 55 percent more offers have been reported this year from the petroleum industry. Average starting salary offers to petroleum engineers jumped 9.3 percent from last September to $38,486. Chemical engineers drew a 5.3 percent higher dollar average of $36,990.

Current opportunities in environment-related positions are abundant, and the future looks bright. Civil engineers posted a 5.9 percent gain in starting salary offers for an average of $29,798. Average starting salary offers for environmental engineering positions rose 4 percent since September to $30,503.

Mechanical engineers received a significant increase in starting salary offers of 5.7 percent for an average of $33,897, while a modest increase of 3.7 percent was received by electrical engineers, averaging $32,943.

Allied health graduates continue to show gains in their starting salary offers. The average increased 1.2 percent to $27,774. Medical technologists received an average starting salary offer of $24,349, a 1.7 percent increase.

Average offers to inexperienced M.B.A.s with technical undergraduate degrees rose 4.5 percent, with the average starting salary offer at $39,435. And while starting salary offers to inexperienced M.B.A.s with nontechnical undergraduate degrees are still below those reported in September, the gap is beginning to close. These graduates average $33,870.

With the war over, reports show that consumer confidence is rising; this, coupled with lower interest rates and oil prices that have returned to their pre-August 2 mark, could bode well for the economy. Indeed, there are signs that the economy has begun to pull out of recession. This may change the current downward trend in recruitment as confidence replaces caution, with employers attempting to fill positions previously put on hold.

The March 1991 ***CPC Salary Survey*** contains information received during the period of September 1, 1990, to March 8, 1991. Its data are compiled from offers extended to students graduating between September 1, 1990, and August 31, 1991. Participating in the ***Salary Survey*** are 450 career services offices at colleges and universities across the United States. The report is available to CPC members and ***Salary Survey*** subscribers, who may order additional copies at $3 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

An understanding of the scope, nature, and coverage of the ***CPC Salary Survey*** is essential to the proper interpretation and use of the statistics.

The study compiles reports from 450 career planning and placement offices of colleges and universities across the United States. Typically, 98 percent of these offices submit reports for each issue. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by non-profit and educational institutions. The figures reported are for base salaries only, and do not include bonuses, fringe benefits, or overtime rates. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

Reports are issued each January, March, July, and September. The number of offets reported in each report is cumulative from the previous September.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students, and consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	March 1991	March 1991	September 1990		90th	50th	10th
BUSINESS							
Accounting	**1,618**	**$26,603**	$26,391	0.8%	$30,500	$27,000	$22,000
Business Administration (incl. Management Science)	**431**	**23,096**	23,529	-1.8	30,000	22,000	16,800
Distribution Management	**8**	**27,613**	25,079	*	*	*	*
Economics & Finance (incl. Banking)	**464**	**25,002**	25,184	-0.7	30,000	25,192	19,000
Hotel/Restaurant Management	**38**	**21,097**	20,752	1.7	22,000	22,000	18,000
Human Resources (incl. Labor Relations)	**46**	**24,027**	23,101	4.0	30,000	24,250	20,000
Management Information Systems	**164**	**27,781**	27,428	1.3	31,980	28,000	24,000
Marketing/Marketing Management (incl. Research)	**456**	**23,540**	23,543	0.0	29,100	24,000	18,000
Real Estate	**4**	**20,080**	24,509	*	*	*	*
COMMUNICATIONS							
Advertising	**35**	**21,767**	20,742	4.9	26,000	22,500	16,500
Communications	**104**	**21,583**	21,002	2.8	28,500	22,000	15,000
Journalism	**59**	**18,833**	19,488	-3.4	24,000	18,000	13,200
Telecommunications/Broadcasting	**17**	**23,106**	20,413	*	*	*	*
EDUCATION							
Elementary Education	**191**	**19,937**	18,974	5.1	26,000	20,005	13,000
Pre-Elementary Education	**25**	**17,139**	17,507	-2.1	23,900	19,200	10,000
Physical Education	**21**	**19,120**	19,904	-3.9	23,000	20,000	15,000
Special Education	**36**	**23,017**	20,433	12.6	26,000	22,950	18,500
HOME ECONOMICS							
Human Ecology	**9**	**19,411**	19,383	*	*	*	*
Textiles & Clothing	**23**	**20,978**	20,662	1.5	25,000	21,500	19,000
Merchandising Management	**24**	**21,388**	19,496	9.7	24,000	21,650	18,000
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	**15**	**21,434**	23,607	*	*	*	*
Letters	**52**	**21,681**	21,566	0.5	28,200	20,350	17,000
Visual & Performing Arts	**42**	**19,738**	20,588	-4.1	24,650	19,791	15,000
Humanities-Other	**32**	**21,856**	23,213	-5.8	27,500	21,114	16,400
Criminal Justice	**37**	**21,057**	20,745	1.5	28,140	20,000	15,996
History	**24**	**20,447**	22,715	-10.0	24,000	20,118	15,800
Political Science/Government	**60**	**21,665**	23,677	-8.5	26,500	22,000	15,000
Psychology	**74**	**18,802**	20,688	-9.1	25,000	18,500	12,050
Sociology	**38**	**18,943**	20,134	-5.9	23,000	19,100	14,000
Social Sciences-Other	**56**	**19,088**	21,627	-11.7	23,500	18,500	14,400
ENGINEERING							
Aerospace & Aeronautical	**74**	**30,318**	30,509	-0.6	34,100	30,330	26,000
Agricultural	**17**	**31,471**	30,127	*	*	*	*
Architectural	**26**	**30,727**	28,916	6.3	36,000	30,900	26,000
Bioengineering & Biomedical	**4**	**26,875**	30,052	*	*	*	*
Chemical	**685**	**36,990**	35,122	5.3	40,000	37,500	34,000
Civil	**390**	**29,798**	28,136	5.9	36,000	29,200	24,912

N/A - No historic data available

* Not computed for fewer than 20

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	March 1991	March 1991	September 1990		90th	50th	10th
Continued . . .							
Computer	73	**$32,056**	$31,490	1.8 %	$37,000	$33,000	$26,252
Electrical	737	**32,943**	31,778	3.7	37,300	33,500	27,332
Environmental	2	**29,700**	30,019	*	*	*	*
Industrial	164	**32,058**	30,525	5.0	34,992	32,510	28,000
Mechanical	891	**33,897**	32,064	5.7	38,000	34,000	29,120
Metallurgical	54	**33,803**	32,235	4.9	36,000	33,600	31,500
Mining	32	**31,018**	29,383	5.6	34,000	31,900	26,400
Nuclear	9	**32,895**	31,750	*	*	*	*
Petroleum	123	**38,486**	35,202	9.3	42,000	39,500	32,400
Textile	+	+	33,219				
Engineering Technology	97	**27,814**	29,318	-5.1	33,600	28,340	20,000
Industrial Technology	12	**26,042**	29,235	*	*	*	*
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	43	**21,949**	21,834	0.5	27,600	22,000	16,500
Animal Sciences	23	**21,528**	19,719	9.2	26,000	21,840	17,500
Plant Sciences	6	**21,413**	21,176	*	*	*	*
Natural Resources	8	**21,095**	19,058	*	*	*	*
Other Agricultural Sciences	23	**25,440**	24,411	4.2	30,000	25,000	21,500
COMPUTER SCIENCES							
Computer Science	395	**30,153**	29,804	1.2	35,000	30,940	24,000
Computer Programming	15	**29,123**	28,223	*	*	*	*
Information Sciences & Systems	102	**28,800**	28,631	0.6	32,900	29,150	24,000
Systems Analysis	3	**21,867**	30,556	*	*	*	*
HEALTH SCIENCES							
Allied Health	59	**27,774**	27,436	1.2	33,000	28,000	22,000
Health Sciences[1]	26	**20,944**	20,827	0.6	27,000	20,900	16,000
Nursing	55	**27,964**	28,270	-1.1	35,360	26,000	20,000
Pharmacy[2]	27	**39,633**	36,728	7.9	43,000	39,520	37,000
SCIENCES							
Actuarial	4	**25,225**	28,267	*	*	*	*
Architectural & Environmental Design	15	**25,927**	25,125	*	*	*	*
Biological	30	**20,410**	21,800	-6.4	25,000	20,862	15,000
Chemistry	37	**27,625**	27,494	0.5	33,540	30,000	18,000
Geological	17	**27,691**	23,463	*	*	*	*
Mathematics (incl. Statistics)	61	**25,595**	27,032	-5.3	34,700	25,000	20,000
Physics	13	**28,176**	28,022	*	*	*	*
Other Physical and Earth Sciences	4	**20,637**	21,044	*	*	*	*
Polymer Science	+	+	32,066				
Textile Science	+	+	26,979				
	8,559						

N/A - No historic data available

* Not computed for fewer than 20 offers.

+ No offers reported

[1] Many Health Science categories are now included in Allied Health

[2] Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	March 1991	March 1991	September 1990		90th	50th	10th
FINANCE							
Accounting (Public)	**1,234**	**$27,135**	$26,824	1.2%	$31,000	$27,275	$23,500
Accounting (Private)	**396**	**24,744**	25,273	-2.1	29,000	25,775	18,000
Commercial Banking (Consumer)	**28**	**21,850**	21,915	-0.3	25,500	22,250	15,500
Commercial Banking (Lending)	**34**	**23,065**	24,171	-4.6	27,000	24,750	15,000
Investment Banking (Corporate Finance)	**13**	**25,577**	29,065	*	*	*	*
Investment Banking (Mergers & Acquisitions)	**1**	**24,000**	26,534	*	*	*	*
Investment Banking (Real Estate)	**4**	**18,875**	25,358	*	*	*	*
Investment Banking (Sales & Trading)	**11**	**23,963**	23,226	*	*	*	*
Financial/Treasury Analysis	**167**	**26,242**	26,692	-1.7	31,800	27,000	20,000
Portfolio Management/Brokerage	**16**	**21,160**	23,430	*	*	*	*
Insurance (Underwriting)	**71**	**23,705**	24,012	-1.3	27,600	24,000	20,000
Insurance (Claims)	**51**	**22,344**	22,456	-0.5	26,200	22,020	16,973
COMMUNICATIONS							
Design/Graphic Arts	**14**	**19,295**	20,370	*	*	*	*
Media Planning	**5**	**25,460**	19,795	*	*	*	*
Reporting	**13**	**14,975**	16,517	*	*	*	*
Production	**35**	**24,503**	25,338	-3.3	34,000	24,000	15,000
Public Relations	**30**	**19,384**	20,322	-4.6	25,717	18,750	15,000
Writing/Editing	**20**	**19,635**	19,972	-1.7	25,000	18,300	15,600
MARKETING							
Advertising	**17**	**20,135**	21,927	*	*	*	*
Brand/Product Management	**66**	**23,855**	25,442	-6.2	33,000	23,002	15,000
Buyer/Merchandising	**99**	**22,841**	23,021	-0.8	28,000	23,000	18,000
Distribution	**30**	**26,709**	26,152	2.1	33,000	26,850	21,500
Market Research	**39**	**25,261**	25,128	0.5	33,000	25,000	17,500
Purchasing	**17**	**24,787**	24,204	*	*	*	*
Sales	**488**	**24,882**	24,719	0.7	32,000	25,000	18,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	**19**	**19,870**	21,236	*	*	*	*
Finance, Taxation, Monetary Policy	**42**	**22,802**	23,017	-0.9	26,880	22,900	20,195
Economic Programs	**7**	**22,056**	24,373	*	*	*	*
Law Enforcement	**25**	**22,986**	24,037	-4.4	28,704	21,000	18,888
Military	**26**	**23,803**	22,375	6.4	30,000	23,550	16,650
National Security	**7**	**20,229**	24,459	*	*	*	*
Urban/Regional Planning	**7**	**17,261**	23,546	*	*	*	*
ENGINEERING							
Bioengineering	**4**	**24,500**	33,193	*	*	*	*
Design/Construct	**440**	**30,781**	30,096	2.3	36,600	31,100	24,912
Environmental/Sanitation	**81**	**30,503**	29,334	4.0	36,500	31,740	24,000
Manufacturing/Industrial	**480**	**33,740**	31,948	5.6	37,800	34,000	30,000
Systems/Programming	**109**	**32,129**	31,078	3.4	35,820	33,000	27,600
Power Systems	**106**	**32,930**	31,720	3.8	36,500	33,000	26,519
Software Design & Development	**91**	**32,469**	31,802	2.1	36,300	33,000	28,860
Hardware Design & Development	**94**	**33,354**	32,303	3.3	36,500	34,000	28,000
Research & Development	**173**	**33,937**	32,283	5.1	38,400	35,000	26,256
Testing	**82**	**30,457**	30,205	0.8	35,300	31,330	25,000
Process Engineering	**553**	**37,480**	35,045	6.9	40,400	37,800	35,000
Project Engineering	**403**	**34,231**	32,130	6.5	39,500	34,200	28,000
Other Engineering	**714**	**32,598**	31,333	4.0	38,000	33,000	26,252
HEALTHCARE							
Administrative	**19**	**24,503**	22,109	*	*	*	*
Industrial Hygiene	**2**	**23,916**	28,826	*	*	*	*
Medical Technology	**28**	**24,349**	23,950	1.7	31,950	24,250	19,500
Nursing / Personal Care	**51**	**27,158**	28,200	-3.7	35,000	26,000	20,000

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

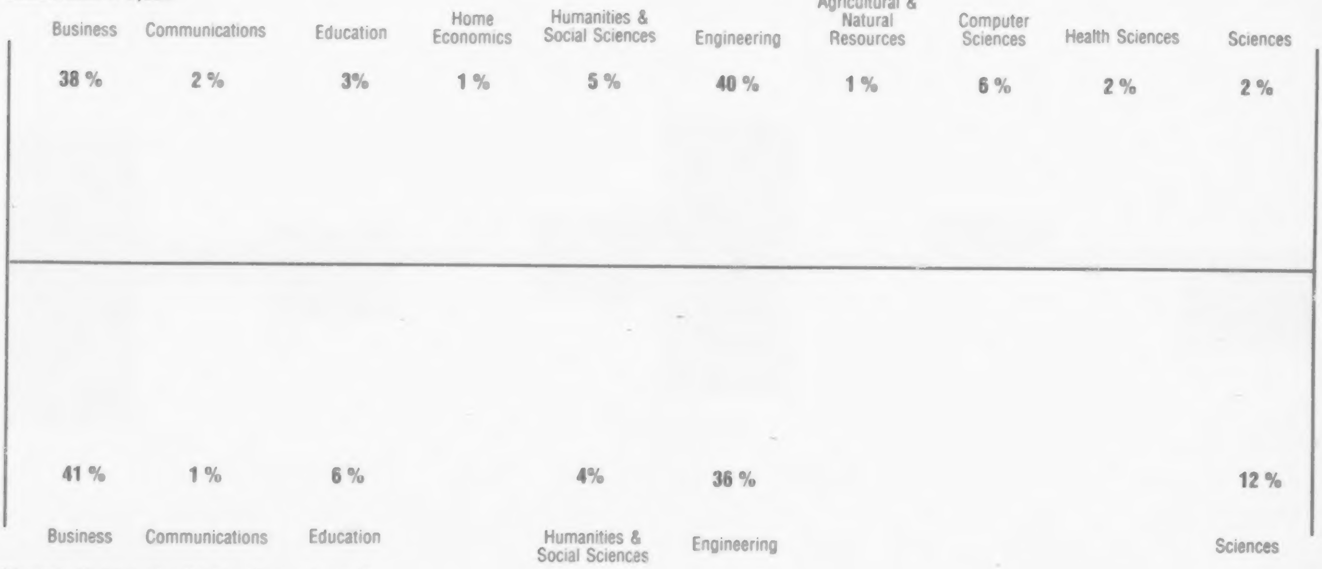
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	March 1991	March 1991	September 1990		90th	50th	10th
Continued . . .							
Occupational Therapy	17	**$29,035**	$25,644	*	*	*	*
Pharmacist	28	**39,165**	37,466	4.5 %	$43,000	$39,520	$35,000
Physical Therapy	4	**19,045**	29,309	*	*	*	*
Respiratory Therapy	3	**35,885**	25,030	*	*	*	*
Other Health Related	53	**24,256**	21,842	11.1	31,000	24,000	15,000
SOCIAL SERVICES							
Administration	15	**20,661**	19,827	*	*	*	*
Counseling	41	**16,686**	16,658	0.2	20,112	17,000	12,000
Fundraising/Development	1	**15,240**	16,930	*	*	*	*
Social Work	29	**16,927**	17,313	-2.2	20,000	16,500	13,000
COMPUTER SCIENCE							
Computer Programming	305	**28,420**	28,589	-0.6	34,000	28,200	23,000
Information Systems	107	**29,174**	28,262	3.2	35,000	30,000	22,000
Computer Systems Analyst	191	**29,761**	29,539	0.8	35,000	29,500	24,500
OTHER FUNCTIONAL AREAS							
Actuarial	10	**30,424**	30,222	*	*	*	*
Agricultural/Natural Resources	55	**21,431**	20,122	6.5	27,000	20,000	17,000
Architecture	7	**25,057**	21,993	*	*	*	*
Consulting	175	**28,662**	28,679	-0.1	33,500	29,000	24,000
Human Resources/Industrial Relations	50	**22,429**	23,233	-3.5	28,340	21,000	17,000
Management Trainee	594	**22,256**	22,269	-0.1	28,500	21,850	17,000
Mathematician/Statistician	16	**23,501**	25,451	*	*	*	*
Paralegal	5	**19,000**	20,908	*	*	*	*
Research (Nontechnical)	5	**24,400**	22,480	*	*	*	*
Research (Technical)	16	**29,153**	27,896	*	*	*	*
Teaching	366	**20,511**	19,353	6.0	26,000	20,952	14,000
	8,559						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 8,559



Master's Degree Candidates (Inexperienced)
Total Offers = 939

Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	$24,878 639	Number of Offers
90th Percentile	$28,000	
10th Percentile	$21,600	

Bachelor's Degree Curricula	SERVICE EMPLOYERS																
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality - Hotels/Motels/ Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Accounting	$27,136 1197 $30,500 $23,799	$20,000 1		$25,548 22 $31,200 $21,000	$23,500 2	$28,813 8	$22,788 8	$26,398 11	$25,800 2	$24,729 24 $28,000 $20,000	$19,750 2	$24,714 7	$25,466 38 $29,000 $20,000	$25,200 1	$20,942 12			$20,000 1
Business Administration - incl. Management Science	$25,971 7	$30,000 1		$20,845 15	$21,000 6	$25,333 6	$25,357 12	$28,500 12	$18,000 1	$20,173 15	$20,208 12	$18,591 11	$23,587 35 $27,600 $20,000	$18,000 1	$20,333 112 $24,000 $17,500	$22,500 1		
Distribution Management															$24,000 1			
Economics & Finance (incl. Banking)	$26,731 23 $31,000 $24,800	$31,200 1		$23,822 60 $27,000 $19,200	$23,731 13	$28,366 7	$24,433 9	$27,550 29 $31,000 $26,000	$18,798 2	$21,466 44 $30,000 $15,480	$24,500 2	$25,000 5	$24,400 48 $27,078 $20,000	$21,000 1	$22,176 34 $27,000 $18,000		$26,700 1	
Hotel / Restaurant Management											$18,822 9	$21,846 28 $22,000 $20,000			$20,600 1			
Human Resources (incl. Labor Relations)				$21,500 2			$30,000 1			$23,000 2			$22,607 22 $25,000 $20,000		$21,000 1	$16,000 1		$20,000 1
Management Information Systems	$28,500 5			$27,500 1	$18,000 1	$27,964 4	$26,428 15	$29,900 15		$27,067 3	$25,000 2		$26,342 13		$25,576 12			$27,300 1
Marketing/Marketing Management (incl. Research)		$20,000 3		$20,980 5	$24,717 6	$24,167 12	$23,423 13	$24,871 7	$25,000 1	$20,050 12	$21,300 3	$18,500 4	$24,653 28 $30,000 $20,000		$22,234 144 $27,000 $18,000	$26,625 4		$21,536 5
Real Estate										$21,250 2								
Advertising		$20,627 11			$21,000 1	$23,520 5				$36,000 1			$25,000 1		$16,833 6			
Communications	$18,000 1	$18,000 5		$22,353 3		$21,000 4	$22,625 4	$26,500 1	$20,000 1	$12,500 1	$18,500 4	$17,650 2	$23,407 8		$21,122 24 $26,000 $14,500	$21,000 1		$14,400 2
Journalism		$17,184 7		$22,000 1		$17,472 8	$18,250 4	$22,000 1		$25,000 1			$21,750 2	$21,840 1	$21,075 8			$15,540 10
Telecommunications/ Broadcasting						$20,360 6						$23,000 2	$21,600 1		$21,250 2			
Elementary Education													$18,000 1					
Pre-Elementary Education								$10,000 1										
Physical Education																		
Special Education																		

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Human Ecology													$15,300 1		$19,250 2			
Textiles & Clothing											$19,200 1				$19,972 18			
Merchandising Management															$21,388 24 $24,000 $18,000			
Foreign Languages		$31,500 1	$22,100 1			$28,500 1							$21,600 1			$25,000 1		
Letters				$19,833 3		$18,000 2	$27,733 3			$25,000 1			$24,000 1		$16,948 5		$19,000 1	$15,200 1
Visual & Performing Arts		$18,750 2				$22,000 1					$15,000 1				$13,833 3			$15,248 2
Humanities-Other		$12,480 1		$40,000 1									$23,902 5	$20,000 1	$21,350 4		$25,000 1	
Criminal Justice													$20,000 1	$20,667 6	$15,926 2		$23,901 3	
History				$20,500 2		$24,000 1	$16,000 1	$18,000 1							$19,100 9			
Political Science / Government				$18,000 3	$16,400 2	$13,500 2	$28,900 1	$25,500 2		$22,000 1	$14,820 1	$20,400	$19,800 3	$11,440 2	$21,917 6	$26,000 1		$24,917 3
Psychology						$26,750 2		$26,000 1	$22,000 1		$12,050 1	$17,500 2	$19,400 3		$20,530 14	$12,000 1	$21,000 1	
Sociology				$15,000 1						$20,000 1		$19,250 2	$19,000 1		$16,400 3	$21,667 3	$23,000 1	
Social Sciences-Other				$16,200 1		$16,000 2	$25,000 1	$20,000 2	$14,560 1				$23,500 1	$18,500 2	$18,005 4			
Aerospace & Aeronautical Engineering								$31,000 3	$29,000 1									
Agricultural Engineering								$32,375 4							$30,667 3			
Architectural Engineering								$30,667 6	$29,620 3									
Bioengineering & Biomedical Engineering															$28,500 1			
Chemical Engineering								$35,650 15	$32,437 5									
Civil Engineering								$29,073 63 $31,000 $27,000	$29,417 43 $32,400 $26,500									
Computer Engineering						$37,000 3	$27,216 9	$28,875 4	$30,000 1				$24,000 1		$26,500 1			

SERVICE EMPLOYERS

Curriculum - Continued . . .	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Electrical Engineering	$31,000 1		$29,016 1			$34,506 19	$31,075 31 $36,500 $26,000	$30,948 44 $33,900 $27,500	$30,273 14						$26,500 1			
Environmental Engineering																		
Industrial Engineering	$30,000 2					$32,100 4	$32,400 1	$30,817 11	$32,500 2	$28,000 1			[illegible] 3					
Mechanical Engineering	$31,000 1		$28,500 2				[illegible] 5	$32,814 28 $34,230 $31,000	$33,812 19						$33,333 3	$30,000 1		
Metallurgical Engineering									$33,000 1									
Mining Engineering								$30,192 11	$25,200 2									
Nuclear Engineering								$33,200 2										
Petroleum Engineering									$35,533 3									
Textile Engineering																		
Engineering Technology		$15,000 1				$30,000 1	$24,548 5	$26,000 2	$35,947 3				$31,500 1		$29,750 2			$28,000 1
Industrial Technology								$20,000 1										
Agribusiness				$20,225 4				$19,000 2							$21,750 5			
Animal Sciences				$30,000 1				$21,500 1							$22,500 1			
Plant Sciences															$12,480 1			
Natural Resources								$23,693 3							$20,000 1			
Other Agricultural Sciences												$25,000 1						
Computer Science	$29,489 9		$28,800 1	$27,572 7	$32,000 1	$31,795 21 $35,000 $29,000	$28,614 72 $34,800 $20,800	$30,196 21 $34,000 $27,000	$21,700 2	$28,601 11		$22,500 1	$27,593 14		$23,250 6			$24,500 2
Computer Programming							$30,500 5	$31,500 2					$27,000 1		$27,750 2			
Information Sciences & Systems	$28,375 4					$29,825 4	$26,168 16	$31,333 12		$23,000 3			$27,616 4		$22,067 3			
Systems Analysis								$25,000 1										

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy															$40,909 21 $43,000 $39,000			
Actuarial								$28,000 1					$24,300 3					
Architectural & Environmental Design	$26,500 1		$24,667 3					$28,600 1	$28,000 1		$25,000 1							
Biological							$22,000 1	$23,800 1	$19,600 1						$21,500 4			
Chemistry								$24,500 1	$36,000 1				$31,500 1					$15,600 1
Geological								$22,900 2	$27,533 6									
Mathematics (incl. Statistics)				$26,600 2		$30,950 2	$25,150 4	$26,460 5	$30,053 3	$25,000 1			$26,863 7		$21,750 2			
Physics							$26,510 2	$25,200 1			$22,000 1							
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

Curriculum - Continued	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Nontechnical Curricula	$27,120 1233 $30,800 $23,500	$19,996 33 $27,500 $14,000	$22,100 1	$23,285 120 $27,000 $17,000	$22,632 31 $28,000 $17,000	$23,513 71 $31,500 $15,000	$24,361 72 $29,000 $19,000	$27,046 83 $31,000 $23,500	$20,973 9	$22,118 108 $30,000 $15,480	$19,720 38 $24,000 $14,000	$21,383 64 $25,000 $18,000	$24,016 206 $28,000 $19,200	$19,328 15	$21,205 451 $26,500 $16,000	$22,615 13	$23,301 8	$18,476 26 $26,000 $13,645
Technical Curricula	$29,300 18	$15,000 1	$26,888 7	$25,507 14	$32,000 1	$32,886 54 $38,000 $29,000	$28,929 151 $35,172 $21,000	$30,358 248 $34,500 $26,004	$30,526 111 $36,120 $25,000	$27,350 16	$23,500 2	$23,750 2	$27,135 35 $32,000 $23,000		$30,683 57 $42,000 $20,000	$30,000 1		$23,150 4

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

Curriculum - Continued	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
MBA - Nontechnical Undergraduate Degree	$32,192 35 $36,500 $27,500	$33,750 4		$32,249 12	$39,300 8	$31,750 4	$31,028 11	$34,592 13		$43,667 6		$28,100 5	$31,000 2					
MBA - Technical Undergraduate Degree	$21,000 1				$55,000 5			$31,350 2		$30,000 1			$32,500 2					

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS					
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$21,500 4		$23,829 15	$24,462 8	$16,750 4	$21,730 24 $24,500 $20,195	$23,519 36 $26,880 $18,852	$22,333 3	$23,982 10				$25,500 1	$27,034 5	$21,067 3	$22,465 4	$23,167 3	$28,060 13
Business Administration - incl. Management Science	$17,500 1	$22,370 4	$22,150 12	$24,750 2	$23,250 6	$22,583 18	$19,820 7	$20,248 8	$21,500 3			$15,236 1	$22,000 1	$26,100 3	$25,000 1	$29,300 12	$17,833 6	$29,306 17
Distribution Management			$26,000 1			$22,500 1										$29,200 2		$29,500 1
Economics & Finance (incl. Banking)	$27,500 2		$23,634 7	$27,265 4		$21,184 15	$23,485 6		$23,290 4				$28,000 1	$24,945 4		$28,616 10	$22,150 2	$28,115 8
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)			$26,200 1	$23,200 1		$24,000 1	$24,500 1									$32,000 1	$27,000 2	$30,000 1
Management Information Systems		$23,040 1	$25,421 7	$28,883 8	$28,000 1	$17,653 2	$25,250 2		$25,000 1					$25,494 7	$30,500 2	$29,000 3	$26,500 2	$32,843 6
Marketing / Marketing Management (incl. Research)	$19,200 1		$20,000 9	$20,120 4	$26,000 1	$21,435 6	$20,000 1		$26,333 3					$23,920 1	$25,000 1	$25,100 8	$18,667 3	$27,504 25 $31,032 $24,070
Real Estate	$17,000 1						$20,820 1											
Advertising					$28,900 1	$23,560 1												$23,000 1
Communications	$18,900 1		$24,833 5	$22,334 7	$21,500 2	$35,000 1		$28,167 3	$19,000 1	$22,000 1		$13,500 2	$16,645 1		$21,000 1	$28,100 2	$20,000 1	$28,500 2
Journalism	$22,000 1				$17,167 3	$23,284 1	$21,600 1								$13,000 1			$34,000 1
Telecommunications / Broadcasting						$21,037 1										$30,800 2		$30,000 1
Elementary Education					$20,191 184 $26,000 $13,644					$12,948 2		$12,980 3						
Pre-Elementary Education					$18,222 18					$20,000 1		$13,116 4						
Physical Education					$19,710 10	$16,305 1		$13,440 1	$17,000 1									
Special Education					$23,337 33 $26,000 $19,100				$17,500 1			$20,500 2						

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS					
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology				$26,500 1	$20,450 2	$21,000 1						$15,000 1						
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages					$19,310 7	$16,644 1	$17,000 1											
Letters			$24,000 1	$32,000 1	$22,111 14	$22,467 3	$19,667 3		$12,700 2							$29,500 2		$22,500 2
Visual & Performing Arts				$15,750 2	$20,952 23 $25,000 $15,600			$18,600 1	$18,720 1			$23,600 2		$23,000 1				
Humanities-Other					$19,622 7	$24,750 2		$20,000 3										
Criminal Justice					$15,013 1	$17,380 5	$23,037 17					$16,000 1						
History			$20,000 1		$19,345 3	$16,000 1	$30,000 1					$24,000 1					$16,800 1	$30,000 1
Political Science / Government					$29,700 2	$20,939 8	$23,292 10					$22,000 1						$22,750 2
Psychology					$19,081 6	$23,100 1	$17,010 2	$16,813 6	$16,428 6	$17,820 3		$16,837 15	$11,000 1				$25,200 1	$32,796 1
Sociology			$19,500 1		$17,600 1	$20,112 1	$23,855 4	$19,000 1	$18,636 3	$18,000 1		$15,943 7	$16,500 2					
Social Sciences-Other	$15,000 1		$19,260 2		$20,363 8	$19,900 6	$17,222 7		$17,700 4	$18,220 2		$18,114 7	$27,000 3					
Aerospace & Aeronautical Engineering		$30,000 1	$33,000 1			$26,789 14								$30,822 38 $32,004 $29,496				
Agricultural Engineering															$25,000 2	$33,317 6		
Architectural Engineering							$26,283 4										$30,500 7	
Bioengineering & Biomedical Engineering									$17,000 1									
Chemical Engineering		$35,633 3	$24,812 1	$32,112 3	$36,200 1	$27,837 6	$29,410 2							$35,220 2	$36,220 10	$35,457 7	$40,800 1	$37,055 278 $39,000 $35,400
Civil Engineering		$28,000 1	$27,824 28 $34,000 $24,144	$32,437 15		$25,727 18	$27,886 91 $34 034 $24,144							$28,561 3		$29,947 3	$29,254 30 $31,800 $27,000	$33,122 8
Computer Engineering		$34,503 2		$35,000 1		$27,424 7	$28,500 1							$31,070 2				$32,980 4

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
Curriculum - Continued	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering		$36,053 11		$33,118 85 $35,000 $31,200		$26,876 69 $31,490 $21,204	$31,160 5						$30,000 1	$32,083 45 $33,660 $30,160		$33,900 43 $35,820 $32,300	$30,250 4	$36,242 25 $37,800 $34,920
Environmental Engineering																		
Industrial Engineering			$30,000 1	$32,958 7		$24,500 8								$28,975 4	$34,750 1	$32,858 23 $34,500 $31,000	$33,015 4	$33,932 17
Mechanical Engineering		$32,786 7		$32,694 52 $35,500 $29,400		$26,142 30 $30,000 $21,204	$27,900 5							$30,015 63 $32,800 $28,500	$33,731 8	$33,345 115 $35,880 $31,000	$33,465 8	$36,135 88 $38,496 $33,600
Metallurgical Engineering				$50,400 1			$26,000 1							$31,500 1	$30,000 1	$34,900 3		
Mining Engineering				$33,800 1			$24,000 1									$26,400 1		
Nuclear Engineering				$33,200 2		$26,252 1	$33,500 1											
Petroleum Engineering																		$41,000 2
Textile Engineering																		
Engineering Technology		$25,000 1	$20,000 1	$17,000 2	$26,250 2	$23,267 3	$26,700 1	$19,500 1						$28,913 16	$33,000 1	$27,433 6	$28,471 7	
Industrial Technology														$31,200 1		$25,200 4		
Agribusiness					$20,065 3	$23,000 1	$20,920 2			$22,000 1					$22,300 21 $28,000 $15,000			$24,500 1
Animal Sciences					$18,750 2	$22,200 1				$25,000 1					$21,015 13		$21,840 1	
Plant Sciences					$38,000 1										$20,000 1			
Natural Resources							$20,700 2											
Other Agricultural Sciences					$24,600 1		$27,350 2								$27,167 6			
Computer Science		$28,738 8	$33,900 3	$31,435 10	$22,000 1	$25,902 11	$24,391 9	$30,000 1	$25,340 5					$29,527 17		$28,450 4		$33,331 12
Computer Programming			$29,400 1							$20,238 1								
Information Sciences & Systems			$26,725 4	$29,500 1	$18,968 1	$20,185 1			$28,000 2					$26,000 3		$28,000 4		$33,023 11
Systems Analysis							$18,600 1		$22,000 1									

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
Curriculum - Continued . . .	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Allied Health					$22,295 4		$14,594 2	$28,670 48 $33,000 $23,000	$28,826 5									
Health Sciences					$23,088 1			$22,246 15	$18,957 6				$17,000 3					
Nursing							$22,175 1	$28,040 48 $35,360 $20,000	$20,582 5									$22,000 1
Pharmacy								$35,500 4	$34,500 2									
Actuarial																		
Architectural & Environmental Design					$25,000 2											$26,500 1	$25,375 4	
Biological		$18,900 5			$17,307 6	$13,440 1	$20,973 3	$21,500 2							$26,000 1			$20,000 1
Chemistry		$23,880 2			$14,359 3	$29,460 2		$18,000 1										$29,526 22 $33,000 $24,960
Geological		$26,800 2				$23,750 3	$24,000 1											
Mathematics (incl. Statistics)					$19,466 9	$20,975 7	$23,775 2	$22,000 1								$27,600 2		$33,100 2
Physics					$33,272 1	$24,732 3											$28,500 1	$32,000 1
Other Physical & Earth Sciences					$20,637 4													
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Nontechnical Curricula	$20,217 12	$22,504 5	$22,984 62 $27,600 $17,000	$24,614 38 $30,000 $18,000	$20,537 345 $26,000 $14,292	$21,392 90 $25,000 $16,500	$22,438 100 $28,119 $17,600	$19,285 26 $23,504 $14,996	$20,609 40 $28,000 $15,000	$17,340 10		$16,804 47 $22,200 $12,000	$21,715 10	$25,640 21 $27,560 $23,140	$23,200 9	$27,850 46 $32,000 $22,000	$21,220 21 $25,800 $18,000	$28,350 82 $32,400 $23,000
Technical Curricula		$30,501 43 $37,500 $20,000	$28,122 40 $34,000 $24,144	$32,734 100 $36,000 $29,000	$21,100 42 $26,000 $16,000	$26,011 106 $31,490 $21,201	$26,989 137 $34,034 $22,175	$27,523 121 $35,000 $20,000	$25,795 27 $31,800 $17,500	$22,413 3			$20,250 4	$30,683 195 $33,500 $28,000	$26,728 66 $35,500 $17,500	$32,852 222 $35,880 $29,800	$29,908 67 $34,200 $26,000	$35,904 473 $38,600 $32,000

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
MBA - Nontechnical Undergraduate Degree	$25,000 2		$33,000 2	$27,486 4	$25,000 2	$25,101 2	$20,280 1	$30,000 1			$20,000 1			$39,000 1		$38,900 2		$42,667 6
MBA - Technical Undergraduate Degree							$34,000 2							$40,000 1				$38,600 5

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Accounting	$30,065 10	$26,669 22 $29,000 $24,000	$29,050 5	$28,125 4	$19,067 3	$23,000 1	$29,500 1	$26,500 4	$27,717 83 $30,000 $26,000	$22,200 1		$21,600 1	$16,000 3	$22,750 2	$27,000 2	$21,323 15
Business Administration - incl. Management Science	$29,477 7	$28,140 10	$28,616 19	$32,000 1	$20,950 4	$22,000 1	$27,900 2	$16,000 1	$28,475 14	$24,200 2		$26,258 3		$22,460 7	$22,000 1	$21,904 12
Distribution Management		$33,800 1	$26,700 1													
Economics & Finance (incl. Banking)	$29,843 10	$26,857 14	$26,943 7	$27,265 10	$27,000 1		$23,800 2	$26,100 4	$28,520 47 $32,000 $26,400	$19,833 3		$29,000 2	$26,100 1	$24,800 5	$25,125 4	$23,825 12
Hotel / Restaurant Management																
Human Resources (incl. Labor Relations)	$31,500 2	$26,000 1	$30,000 1	$24,500 1			$23,000 1		$25,750 2							
Management Information Systems	$28,900 6	$30,822 5	$26,333 3	$33,000 1		$27,600 1	$29,800 2		$28,642 27 $30,700 $25,000			$34,800 3		$27,750 2		
Marketing / Marketing Management (incl. Research)	$24,711 18	$25,470 6	$24,592 27 $28,000 $20,400	$25,829 14			$27,000 3	$24,563 4	$27,951 11	$27,260 5	$30,000 1	$25,250 6	$34,200 2	$22,509 9	$24,875 8	$22,810 32 $26,000 $18,000
Real Estate																
Advertising				$25,000 1	$25,000 1		$18,500 1			$26,000 1					$13,000 1	$19,100 2
Communications			$28,167 3	$18,000 1					$29,600 1						$25,750 2	$21,500 6
Journalism			$22,050 2												$18,000 1	$16,896 5
Telecommunications / Broadcasting			$24,750 2													
Elementary Education															$10,000 1	
Pre-Elementary Education																$18,000 1
Physical Education																
Special Education																

Curriculum - Continued . . .	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Human Ecology																$17,500 1
Textiles & Clothing	$26,000 1													$25,933 3		
Merchandising Management																
Foreign Languages																$24,000 1
Letters	$30,000 1													$21,000 1	$27,600 1	$20,200 4
Visual & Performing Arts	$19,600 1															$21,000 2
Humanities-Other	$22,000 1		$20,000 1	$11,500 1										$21,000 1		$25,217 3
Criminal Justice								$22,000 1								
History																$25,000 1
Political Science / Government			$23,367 3						$22,000 1	$26,500 2			$20,000 1			$21,000 2
Psychology									$24,504 1	$12,553 2					$25,500 2	$19,000 1
Sociology			$16,000 1							$22,000 1					$23,000 1	$18,500 2
Social Sciences-Other			$22,500 1			$12,504 1										
Aerospace & Aeronautical Engineering	$30,333 3	$32,950 2		$37,500 2	$23,040 1				$33,728 5						$36,000 1	$25,000 2
Agricultural Engineering			$33,600 1						$30,000 1							
Architectural Engineering									$35,500 5							$29,500 1
Bioengineering & Biomedical Engineering		$32,000 1										$30,000 1				
Chemical Engineering	$35,265 4	$34,840 5	$36,524 32 $38,500 $35,000	$37,825 12	$35,200 3	$28,000 1	$33,504 5	$37,418 11	$37,873 250 $40,500 $35,400		$37,047 3	$38,400 1	$36,040 1	$36,750 2	$35,521 5	$34,163 8
Civil Engineering		$31,800 2			$28,783 6	$31,617 7	$35,500 1	$34,000 1	$34,890 50 $38,000 $30,000				$28,400 2		$32,260 3	$28,567 6
Computer Engineering	$35,020 12	$34,160 19						$31,000 1	$34,533 3						$34,000 1	$31,000 1

	MANUFACTURING EMPLOYERS														
Curriculum - Continued	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	**$33,852** 78 $36,100 $31,500	**$33,578** 138 $36,360 $30,160	**$35,071** 7	**$36,913** 4	**$34,430** 14	**$38,000** 1	**$35,610** 2	**$36,147** 15	**$35,979** 58 $38,400 $32,000			**$34,830** 2		**$34,500** 1	**$33,978** 5	**$32,287** 15
Environmental Engineering		**$26,400** 1								**$33,000** 1						
Industrial Engineering	**$31,528** 4	**$32,677** 23 $34,800 $31,200	**$34,056** 9	**$33,000** 1	**$33,540** 8	**$35,400** 1	**$30,780** 3	**$33,967** 6	**$33,600** 2	**$33,000** 1			**$31,300** 2	**$32,000** 1	**$32,482** 9	**$30,200** 5
Mechanical Engineering	**$33,077** 11	**$33,390** 86 $36,000 $30,840	**$35,073** 22 $37,500 $34,000	**$35,824** 15	**$32,432** 30 $35,000 $28,500	**$30,000** 1	**$33,138** 8	**$35,376** 21 $37,500 $33,500	**$36,717** 207 $39,500 $32,000		**$33,000** 2	**$32,420** 10	**$33,600** 1	**$27,000** 2	**$34,032** 12	**$31,248** 24 $34,000 $27,000
Metallurgical Engineering		**$31,750** 2			**$33,934** 37 $35,520 $32,400			**$34,800** 2	**$36,000** 1				**$31,275** 4			
Mining Engineering						**$32,798** 15			**$33,900** 1							
Nuclear Engineering	**$32,700** 1	**$35,400** 2														
Petroleum Engineering									**$38,528** 117 $42,000 $32,400						**$37,500** 1	
Textile Engineering																
Engineering Technology	**$35,000** 2	**$28,676** 18	**$29,000** 1	**$23,400** 1	**$26,833** 3			**$31,300** 2	**$32,600** 2	**$24,353** 3		**$28,500** 2				**$27,873** 8
Industrial Technology		**$33,500** 1	**$28,667** 3													**$16,000** 2
Agribusiness			**$26,000** 1		**$16,500** 1				**$32,000** 1							
Animal Sciences			**$27,000** 1													**$14,400** 1
Plant Sciences																**$19,333** 3
Natural Resources																**$18,140** 2
Other Agricultural Sciences			**$23,522** 11				**$35,000** 1									**$24,000** 1
Computer Science	**$31,263** 35 $34,505 $25,500	**$33,429** 39 $35,400 $31,000	**$31,500** 1	**$33,400** 2	**$30,637** 6		**$31,950** 2	**$32,100** 3	**$33,422** 44 $36,000 $30,600	**$31,000** 1	**$30,000** 1	**$30,367** 3		**$28,325** 2	**$28,167** 3	**$31,180** 4
Computer Programming	**$34,000** 1	**$31,200** 1												**$24,000** 1		
Information Sciences & Systems	**$31,657** 7	**$29,400** 3						**$30,000** 1	**$30,215** 15							**$27,000** 3
Systems Analysis																

Curriculum - Continued	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Allied Health																
Health Sciences																$23,040 1
Nursing																
Pharmacy																
Actuarial																
Architectural & Environmental Design									$28,800 1							
Biological			$20,400 1					$21,702 1				$21,000 1				$34,008 1
Chemistry			$30,000 1	$34,000 1											$33,180 1	
Geological									$36,967 3							
Mathematics (incl. Statistics)	$28,392 3	$32,525 4							$31,867 3	$28,000 1				$22,724 1		
Physics		$32,500 1							$32,800 2							
Other Physical & Earth Sciences																
Polymer Science																
Textile Science																

BACHELOR'S SUMMARY

Nontechnical Curricula	$27,952 57 $33,000 $22,000	$27,383 59 $30,500 $23,520	$26,131 76 $31,000 $21,000	$26,199 34 $32,000 $22,750	$21,444 9	$21,296 4	$26,250 12	$24,761 14	$28,064 187 $31,000 $25,000	$23,089 17	$30,000 1	$27,618 15	$23,214 7	$23,511 38 $28,800 $14,000	$23,733 24 $28,000 $18,000	$21,811 102 $28,000 $15,080
Technical Curricula	$33,036 159 $36,000 $28,500	$33,158 342 $36,180 $30,000	$33,347 91 $38,000 $26,000	$36,082 38 $38,400 $32,800	$32,640 118 $36,000 $28,500	$32,511 26 $35,040 $30,000	$33,208 22 $37,000 $30,600	$35,118 64 $38,300 $31,200	$36,756 788 $40,500 $31,584	$27,151 7	$34,523 6	$31,573 20 $37,500 $25,440	$31,504 10	$29,737 18	$33,481 41 $37,500 $28,000	$29,478 86 $35,000 $22,000

MBA - INEXPERIENCED - BY EMPLOYER TYPE

MBA - Nontechnical Undergraduate Degree	$38,500 2	$46,400 2	$42,401 7	$46,450 2			$43,200 1	$37,000 1	$34,860 9					$38,000 1	$38,415 2	$23,380 5
MBA - Technical Undergraduate Degree									$30,000 1							

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average	$24,876 639	Number of Offers
90th Percentile	$28,000	
10th Percentile	$21,600	

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Accounting	$27,183 1196 $30,800 $23,500	$24,900 326 $29,000 $18,000	$22,333 3	$28,067 3	$27,500 2				$25,888 26 $29,500 $20,800	$25,000 1	$23,998 2	$20,467 3				$27,000 1		
Business Administration (incl. Management Science)	$23,443 7	$21,336 12	$20,844 9	$14,460 3	$24,000 1				$25,855 19	$19,100 2	$23,679 17	$21,674 9				$23,000 2	$16,627 5	$18,000 1
Distribution Management																		
Economics & Finance (incl. Banking)	$26,858 22 $32,000 $24,000	$26,241 41 $30,000 $22,000	$22,725 12	$25,186 19	$25,000 8	$24,000 1	$18,875 4	$24,198 5	$26,688 101 $32,000 $21,600	$21,484 9	$24,565 21 $27,500 $21,600	$23,377 11				$24,000 1	$18,000 1	
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)									$25,000 1		$22,583 6	$22,451 7						
Management Information Systems	$32,000 1								$29,100 2		$19,600 2							
Marketing / Marketing Management (incl. Research)	$14,924 1	$21,700 3	$23,500 1		$31,500 1			$21,600 3	$22,357 7	$18,000 1	$24,184 11	$24,360 6		$29,000 1		$19,000 1		
Real Estate									$18,500 1	$24,000 1								
Advertising		$23,760 2		$21,000 1					$36,000 1							$25,000 4	$28,900 1	$19,633 3
Communications	$18,000 1	$19,000 2		$17,048 3							$26,067 3	$23,344 4	$16,167 3	$28,800 1	$13,960 1	$20,707 8	$19,790 10	$21,033 3
Journalism		$16,500 4										$21,750 2	$12,584 1	$18,500 1	$14,276 10	$18,700 1	$19,720 7	$16,967 6
Telecommunications / Broadcasting														$16,000 1	$11,960 1	$23,550 4		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																		
Special Education																		

Curriculum - Continued . . .	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Human Ecology																		
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages												$21,600 1						
Letters			$24,000 1								$24,000 1						$19,000 1	$23,660 5
Visual & Performing Arts		$23,000 1											$18,700 3			$17,070 5		
Humanities-Other									$29,510 1		$22,500 4		$12,480 1					
Criminal Justice											$20,000 1						$15,013 1	
History				$21,000 1									$25,000 1					
Political Science / Government		$35,000 1	$22,000 1	$22,000 1	$22,000 1			$16,800 1	$22,000 1			$17,200 3	$26,000 1				$25,717 1	$17,000 1
Psychology									$22,000 1		$14,700 1			$35,000 1			$17,800 1	
Sociology			$15,000 1									$21,000 1						
Social Sciences-Other		$15,000 1										$23,500 1	$14,400 1					
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																		
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering																		
Civil Engineering								$29,000 1										
Computer Engineering																$30,200 1		

FUNCTIONAL AREA

Curriculum - Continued . . .	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Electrical Engineering	$23,096 1																	
Environmental Engineering																		
Industrial Engineering									$31,800 1			$25,000 1						
Mechanical Engineering																$35,583 6		
Metallurgical Engineering																$33,000 1		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering									$22,500 1									
Textile Engineering																		
Engineering Technology											$31,500 1		$25,020 3					
Industrial Technology																		
Agribusiness				$21,500 1					$18,000 1								$19,400 2	
Animal Sciences				$30,000 1														
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science	$26,000 2							$32,000 1	$32,600 3			$11,520 1						
Computer Programming																		
Information Sciences & Systems	$26,500 2	$21,510 2																
Systems Analysis																		

CONTINUED ...

	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Allied Health																		
Health Sciences		$16,640 1																
Nursing																		
Pharmacy																		
Actuarial											$17,500 1							
Architectural & Environmental Design	$26,500 1																	
Biological																		
Chemistry												$31,500 1						$15,600 1
Geological																		
Mathematics (incl. Statistics)				$11,440 1						$20,000 2					$26,000 1			
Physics																		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$27,142 1228 $31,000 $23,500	$24,781 393 $29,000 $18,000	$21,850 28 $25,500 $15,500	$23,266 31 $26,500 $16,645	$25,577 13	$24,000 1	$18,875 4	$22,510 9	$26,164 161 $31,200 $20,000	$21,326 14	$23,682 69 $27,600 $20,000	$22,323 48 $26,200 $16,973	$17,733 11	$25,460 5	$14,056 12	$21,182 27 $27,500 $15,000	$19,382 28 $25,717 $15,000	$19,847 19
Technical Curricula	$25,766 6	$19,887 3		$20,980 3				$30,500 2	$28,350 6	$20,000 2	$24,500 2	$22,673 3	$25,020 3		$26,000 1	$35,713 8	$19,400 2	$15,600 1

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES - Continued . . .

FUNCTIONAL AREA

Bachelor's Degree Curricula	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Accounting			$20,000 1				$30,667 3	$25,206 2	$22,388 23 $25,500 $20,195									
Business Administration - incl. Management Science	$20,900 2	$24,843 24 $30,864 $18,600	$26,932 18	$26,050 10	$22,000 3	$26,320 9	$23,663 34 $30,000 $14,500		$25,350 3	$22,000 2		$24,895 2		$11,440 1				$24,350 2
Distribution Management				$29,040 5		$29,200 1						$22,500 1						
Economics & Finance (incl. Banking)		$21,500 6	$22,389 5		$27,211 6	$19,500 1	$24,253 52 $30,000 $18,500	$20,165 3	$24,044 9	$22,731 3		$21,013 2						
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)			$24,500 1				$23,667 9											$23,000 1
Management Information Systems							$26,250 4		$22,500 1									
Marketing / Marketing Management (incl. Research)	$18,833 3	$25,045 13	$22,611 37 $28,000 $19,500	$25,746 8	$21,778 18	$22,600 2	$24,644 210 $30,000 $18,000	$20,000 1	$22,100 1									
Real Estate														$18,010 2				
Advertising	$16,750 4	$12,000 1				$18,500 1	$22,192 13											
Communications	$25,500 2	$24,692 4	$18,000 1			$20,000 2	$23,218 25 $30,000 $17,856					$35,000 1						$26,500 1
Journalism	$19,333 3	$21,623 3	$22,000 3	$28,000 1			$24,833 3											
Telecommunications / Broadcasting			$22,500 1				$24,820 5		$21,037 1									
Elementary Education							$18,000 1											
Pre-Elementary Education																		
Physical Education														$16,305 1				
Special Education																		

CONTINUED ...

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand /Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Human Ecology							$19,767 3					$21,000 1						
Textiles & Clothing			$18,655 11		$27,000 1		$26,000 1											
Merchandising Management			$22,350 10															
Foreign Languages					$31,500 1		$24,000 1					$16,644 1						
Letters	$28,000 2	$23,300 1		$17,000 1	$19,000 1		$23,125 4	$27,000 1		$18,200 1	$20,200 1							
Visual & Performing Arts		$13,645 1					$14,750 2											
Humanities-Other		$11,500 1	$19,500 1				$30,667 3				$25,000 1	$22,000 1						
Criminal Justice							$22,000 1	$19,000 3	$20,900 1		$22,947 16	$20,078 2	$20,150 4					
History		$19,667 3	$18,900 1				$20,000 5					$23,000 2						
Political Science / Government		$17,573 3					$21,372 9	$16,133 6	$24,000 1	$24,000 1	$21,500 2	$22,000 1	$26,000 1					
Psychology			$23,650 2		$21,000 1		$20,302 13				$21,000 1	$23,100 1						
Sociology			$19,200 1				$18,750 4	$31,200 1			$25,000 2							
Social Sciences-Other	$12,000 1	$20,000 1		$25,000 1			$16,640 1	$17,100 2			$16,000 1	$23,333 3	$17,500 2	$17,614 1			$16,293 3	
Aerospace & Aeronautical Engineering							$33,950 2									$31,056 16		$30,656 16
Agricultural Engineering																$33,100 3	$32,750 2	
Architectural Engineering																$30,940 20 $36,000 $25,200	$29,000 2	
Bioengineering & Biomedical Engineering															$17,000 1			
Chemical Engineering		$38,500 1		$34,500 1	$37,500 2		$36,495 4									$34,817 13	$34,466 15	$37,022 40 $39,000 $34,500
Civil Engineering					$36,100 1		$29,410 2					$24,000 1				$28,964 186 $35,040 $24,500	$31,050 35 $37,000 $27,300	$31,800 6
Computer Engineering							$23,000 1									$35,500 2		

FUNCTIONAL AREA

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Electrical Engineering		$34,700 1					$30,980 8				$32,300 1	$37,500 1				$32,543 80 $37,200 $27,000	$34,500 2	$33,958 75 $37,500 $30,160
Environmental Engineering																		$33,000 1
Industrial Engineering		$32,400 2	$30,840 1		$34,800 1	$32,100 1	$31,000 8									$26,252 1	$31,740 1	$32,807 77 $35,000 $30,000
Mechanical Engineering		$34,500 1		$31,800 2	$32,750 2		$32,919 20 $37,400 $31,000					$26,000 1			$37,500 1	$33,267 112 $37,800 $29,000	$30,165 8	$34,182 221 $37,500 $30,360
Metallurgical Engineering							$34,068 1									$33,800 2		$33,639 16
Mining Engineering																	$28,163 5	$34,470 2
Nuclear Engineering																		$32,500 1
Petroleum Engineering																$34,592 2		$37,487 6
Textile Engineering																		
Engineering Technology							$31,125 4									$24,644 16	$23,000 1	$28,647 19
Industrial Technology																$21,067 3		$25,000 2
Agribusiness		$20,000 1	$24,500 1		$25,000 1		$24,857 7		$23,600 1									
Animal Sciences			$27,000 1				$24,057 6					$22,200 1						
Plant Sciences							$12,480 1											
Natural Resources																	$23,000 1	
Other Agricultural Sciences		$23,604 1																
Computer Science				$21,500 1	$29,000 1		$19,290 5		$15,600 1							$35,000 1		
Computer Programming																		
Information Sciences & Systems							$31,500 1											
Systems Analysis																		

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design							$26,500 1									$28,600 2		
Biological			$19,500 2				$25,252 4								$21,750 2		$19,600 1	
Chemistry							$31,484 5					$27,720 1					$24,500 2	
Geological												$23,750 3		$24,000 1			$21,333 3	
Mathematics (incl. Statistics)			$22,000 1											$13,650 1				
Physics							$30,250 2									$25,200 1		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$20,135 17	$23,059 61 $30,864 $15,000	$22,773 93 $28,000 $18,000	$26,218 26 $31,964 $22,000	$23,218 31 $28,500 $17,500	$24,330 16	$23,965 406 $30,000 $17,500	$19,870 19	$22,948 40 $26,880 $20,195	$22,056 7	$22,598 24 $28,500 $18,888	$22,700 18	$20,229 7	$16,636 5			$16,293 3	$24,550 4
Technical Curricula		$30,786 7	$23,890 6	$29,900 4	$33,175 8	$32,100 1	$29,423 82 $35,340 $21,500		$19,900 2		$32,300 1	$26,084 8		$18,825 2	$24,500 4	$30,781 440 $36,600 $24,912	$31,049 78 $37,000 $25,000	$33,817 476 $37,800 $30,000

FUNCTIONAL AREA CATEGORIES - Continued . . .

FUNCTIONAL AREA

	ENGINEERING									HEALTH CARE								
Bachelor's Degree Curricula	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Accounting										$30,000 1					$26,550 1			
Business Administration - incl. Management Science	$29,000 6		$32,000 1		$33,000 1				$25,250 2	$22,476 5				$22,000 1				
Distribution Management																		
Economics & Finance (incl. Banking)	$28,200 1							$40,000 1		$25,000 1								
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)																		
Management Information Systems	$26,280 5									$28,000 1								
Marketing / Marketing Management (incl. Research)									$19,000 1	$28,000 1								$24,000 1
Real Estate																		
Advertising																		
Communications										$15,000 1								
Journalism																		
Telecommunications / Broadcasting																		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																$13,440 1		
Special Education																		$19,050 2

	ENGINEERING									HEALTH CARE								
Curriculum - Continued	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Human Ecology										$15,000 1								
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages																		
Letters																		$15,000 1
Visual & Performing Arts																		
Humanities-Other																		$25,000 1
Criminal Justice																		
History																		
Political Science / Government																		
Psychology												$18,700 1	$12,480 1			$22,080 1		$15,111 5
Sociology																		$19,080 1
Social Sciences-Other																		$13,000 1
Aerospace & Aeronautical Engineering	$32,240 1	$21,201 1	$28,876 2	$29,500 1	$30,132 6	$29,734 12		$30,888 1	$30,152 20 $33,674 $26,252									
Agricultural Engineering					$38,100 1	$29,667 3		$28,500 1	$32,320 5									
Architectural Engineering						$30,333 3			$29,500 1									
Bioengineering & Biomedical Engineering			$32,000 1						$30,000 1									$28,500 1
Chemical Engineering	$35,000 1				$37,008 40 $39,000 $35,400	$24,000 1	$37,642 455 $40,200 $35,500	$33,633 48 $39,000 $25,560	$36,201 49 $39,500 $31,500									
Civil Engineering	$34,000 2	$27,741 3	$32,400 1		$35,100 2	$29,395 3	$38,000 1	$31,285 41 $36,000 $28,000	$29,566 85 $36,000 $24,912				$29,200 1					
Computer Engineering	$29,182 8		$32,363 15	$34,941 12	$29,252 4	$34,400 1		$33,000 2	$33,812 11								$34,000 1	

Curriculum - Continued . . .	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Electrical Engineering	$33,427 51 $36,000 $31,000	$33,259 73 $38,400 $31,000	$33,245 35 $36,500 $30,000	$33,245 71 $36,100 $30,000	$32,249 43 $37,900 $26,252	$31,475 20 $36,000 $26,252	$35,417 13	$33,022 56 $37,500 $27,500	$32,717 196 $36,400 $26,256									
Environmental Engineering					$26,400 1													
Industrial Engineering	$34,500 1	$31,500 1			$34,200 2	$28,126 2	$24,000 1	$32,575 4	$31,639 38 $34,800 $27,500		$23,832 1			$31,000 1				
Mechanical Engineering	$33,733 6	$32,910 25 $36,000 $28,500	$35,003 3	$33,680 6	$34,280 42 $37,500 $30,400	$32,856 24 $35,500 $30,000	$36,376 42 $38,400 $34,000	$34,915 150 $38,500 $29,400	$33,161 201 $38,000 $28,000									
Metallurgical Engineering		$50,400 1			$33,784 5		$32,386 7	$33,[illegible]00 13	$34,251 7									
Mining Engineering						$27,500 2		$31,521 13	$31,993 6									
Nuclear Engineering		$33,700 2			$32,400 1	$36,000 1	$34,800 1		$30,984 3									
Petroleum Engineering					$40,000 1	$30,000 1	$41,250 26 $46,200 $38,000	$38,504 57 $41,700 $35,000	$37,831 28 $41,500 $33,480									
Textile Engineering																		
Engineering Technology	$28,400 3	$20,000 1		$30,500 3	$19,500 1	$25,640 4		$25,750 6	$31,196 21 $34,800 $27,000			$19,500 1		$37,500 1				
Industrial Technology	$29,000 1				$33,500 1													
Agribusiness																		
Animal Sciences																		
Plant Sciences																		
Natural Resources											$24,000 1							
Other Agricultural Sciences					$35,000 1				$28,000 2									
Computer Science	$32,883 20 $35,000 $30,150	$32,100 1	$31,421 29 $34,700 $28,000		$35,500 3	$20,000 1	$35,400 1	$32,805 4	$31,775 23 $35,000 $29,000									$24,000 1
Computer Programming	$31,500 1		$31,200 1															
Information Sciences & Systems	$29,500 1																	
Systems Analysis										$22,000 1								

Continued . . .

	ENGINEERING								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering
Allied Health									
Health Sciences									
Nursing									
Pharmacy									
Actuarial									
Architectural & Environmental Design									$27,933 3
Biological					$25,000 2	$14,000 1	$21,792 1		
Chemistry					$27,323 5	$26,467 3	$31,588 5	$29,600 2	$21,000 1
Geological					$41,400 1			$32,375 4	$30,000 1
Mathematics (incl. Statistics)	$25,200 1		$34,700 3						$34,092 5
Physics				$32,500 1	$33,272 1			$30,000 1	$29,954 4
Other Physical & Earth Sciences									
Polymer Science									
Textile Science									

	HEALTH CARE								
	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Allied Health	$22,000 1		$25,651 17		$28,847 13		$29,000 1	$36,828 2	$29,020 22 $33,000 $22,880
Health Sciences			$21,813 8		$28,000 1		$11,648 1		$21,789 11
Nursing	$32,044 4			$27,416 49 $35,100 $20,000					$33,240 2
Pharmacy						$39,633 27 $43,000 $37,000			
Actuarial									
Architectural & Environmental Design									
Biological			$16,000 1						$19,705 4
Chemistry	$18,000 1								
Geological									
Mathematics (incl. Statistics)	$22,000 1								
Physics									
Other Physical & Earth Sciences									
Polymer Science									
Textile Science									

BACHELOR'S SUMMARY

	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering
Nontechnical Curricula	$27,800 12		$32,000 1		$33,000 1			$40,000 1	$23,167 3
Technical Curricula	$32,664 97 $36,000 $28,800	$32,930 108 $36,500 $26,519	$32,474 90 $36,300 $28,808	$33,354 94 $36,500 $28,000	$33,942 172 $38,400 $26,256	$30,457 82 $35,300 $25,000	$37,480 553 $40,400 $35,000	$34,216 402 $39,400 $28,000	$32,638 711 $38,000 $26,252

	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Nontechnical Curricula	$23,035 11		$18,700 1	$12,480 1	$22,000 1	$26,550 1	$17,765 2		$17,471 12
Technical Curricula	$26,522 8	$23,916 2	$24,558 27 $31,950 $19,600	$27,451 50 $35,100 $20,000	$29,475 16	$39,633 27 $43,000 $37,000	$20,324 2	$35,885 3	$26,242 41 $32,000 $18,000

FUNCTIONAL AREA CATEGORIES - Continued . . .

FUNCTIONAL AREA

Bachelor's Degree Curricula	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration-Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Accounting					$35,100 2	$23,000 2	$28,200 1		$18,000 1		$29,875 8		$23,920 10					
Business Administration - incl. Management Science	$20,250 2		$16,000 1		$23,120 3	$26,311 14	$28,329 6				$27,367 15	$21,685 13	$21,410 159 $27,000 $17,000			$25,500 2		$21,333 3
Distribution Management													$24,000 1					
Economics & Finance (incl. Banking)	$28,000 1				$25,367 3	$30,003 2	$28,750 4	$32,000 1			$26,100 35 $29,000 $24,000		$23,027 60 $28,000 $18,000	$14,000 1			$33,000 2	
Hotel / Restaurant Management													$21,097 38 $22,000 $18,000					
Human Resources (incl. Labor Relations)											$30,000 1	$25,273 15	$23,600 5					
Management Information Systems					$27,429 55 $30,300 $24,000	$28,513 27 $33,000 $24,000	$28,616 44 $32,280 $25,000				$29,585 13		$24,182 9					
Marketing / Marketing Management (incl. Research)					$27,000 1						$26,900 5	$20,460 5	$21,944 111 $27,000 $18,000	$24,070 1				$26,000 1
Real Estate																		
Advertising													$20,875 4					
Communications		$16,000 2			$20,000 1		$29,600 1				$22,000 1	$21,500 2	$20,796 21 $24,000 $16,800					
Journalism												$22,000 1	$20,300 13					
Telecommunications / Broadcasting												$20,000 1	$27,667 3					
Elementary Education	$18,100 1	$13,350 1	$18,000 1															$20,046 187 $26,000 $13,000
Pre-Elementary Education	$10,000 1		$15,496 1								$10,000 1		$18,000 1					$17,856 21 $23,900 $10,000
Physical Education											$17,000 1							$19,710 18
Special Education		$17,500 1																$23,425 33 $26,000 $19,100

Curriculum - Continued	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Acutarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology													$19,250 2					$20,450 2
Textiles & Clothing													$22,430 10					
Merchandising Management													$20,700 14					
Foreign Languages					$28,500 1						$22,100 1	$17,000 1	$20,425 2					$19,886 6
Letters		$10,400 1			$28,200 1		$30,000 1					$19,267 3	$19,749 9					$21,050 16
Visual & Performing Arts	$23,360 2												$18,400 4					$20,879 24 $25,000 $15,600
Humanities-Other		$17,500 2											$22,500 8		$20,000 1			$19,622 7
Criminal Justice		$20,500 2		$15,500 2									$18,000 1		$19,333 3			
History		$24,000 1									$18,000 1		$20,400 7					$18,018 2
Political Science / Government	$22,000 1	$20,333 3				$28,000 1					$31,800 3	$26,398 3	$20,617 12			$25,000 1		
Psychology	$25,000 2	$15,645 15		$16,094 8	$17,500 1		$15,500 1				$18,500 1	$19,108 3	$20,825 10					$22,328 3
Sociology	$18,467 3	$16,219 6		$17,425 5	$19,000 1							$14,000 1	$19,900 10					$17,600 1
Social Sciences-Other	$19,680 2	$17,040 5	$15,240 1	$16,628 8	$25,000 1				$21,000 1		$21,000 1		$21,498 8		$17,000 1			$20,363 8
Aerospace & Aeronautical Engineering											$30,000 1						$30,000 1	
Agricultural Engineering									$25,000 1		$28,000 1							
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering						$29,000 1					$38,300 3						$30,500 2	
Civil Engineering					$29,500 1		$30,560 8				$29,400 8		$31,400 2					
Computer Engineering					$29,937 13	$32,500 2												

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
Curriculum - Continued . . .	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering					$28,400 4	$33,017 6	$34,220 5				$29,192 12		$35,600 3				$33,500 1	
Environmental Engineering																		
Industrial Engineering					$32,200 1		$41,000 1				$30,374 12		$32,844 5					
Mechanical Engineering					$26,270 2	$32,000 1					$32,060 5		$35,628 8				$26,252 1	$34,000 1
Metallurgical Engineering									$26,000 1									
Mining Engineering											$31,525 4							
Nuclear Engineering																		
Petroleum Engineering													$20,856 1					
Textile Engineering																		
Engineering Technology					$28,167 3	$22,000 1	$24,440 1				$29,000 1	$28,340 1	$27,650 4					$21,000 1
Industrial Technology													$27,360 5					
Agribusiness					$16,500 1				$22,543 15		$27,600 1		$19,569 8					$20,065 3
Animal Sciences									$18,925 12				$25,000 1					$19,500 1
Plant Sciences									$19,500 4									$38,000 1
Natural Resources									$18,736 5		$28,080 1							
Other Agricultural Sciences									$24,603 12				$25,700 5					$23,695 2
Computer Science		$18,000 1			$29,248 149 $34,299 $23,000	$31,965 37 $35,200 $27,000	$30,516 85 $36,000 $25,000				$31,074 19		$27,835 3	$20,195 1				$22,000 1
Computer Programming					$27,802 8		$27,500 2				$32,000 3							
Information Sciences & Systems					$28,822 41 $32,400 $25,000	$25,427 11	$29,994 25 $33,600 $26,000				$30,267 15		$28,825 4					
Systems Analysis							$21,800 2											

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
Curriculum - Continued	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Allied Health		$14,688 1		$14,500 1														$18,300 1
Health Sciences				$15,500 2														$21,544 2
Nursing																		
Pharmacy																		
Actuarial								$27,800 3										
Architectural & Environmental Design										$25,057 7		$19,500 1						
Biological						$22,000 1			$15,770 2		$23,800 1		$20,400 1			$20,000 1	$21,000 1	$17,960 5
Chemistry													$33,540 1			$26,000 1	$30,517 6	$13,039 2
Geological									$25,000 1		$20,800 1						$21,600 1	$43,200 1
Mathematics (incl. Statistics)					$25,361 11	$18,000 1	$28,400 4	$31,473 6					$21,500 1	$24,442 13			$24,000 1	$20,409 8
Physics					$19,000 1								$22,000 1					$24,000 1
Other Physical & Earth Sciences																		$20,637 4
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Nontechnical Curricula	$20,861 15	$16,704 39 $22,000 $12,000	$15,240 1	$17,130 26 $20,000 $13,000	$26,992 70 $30,300 $24,000	$27,677 46 $32,000 $20,500	$28,403 58 $32,500 $24,000	$32,900 1	$19,500 2		$26,852 87 $31,000 $22,000	$22,367 48 $27,000 $17,000	$21,678 541 $27,000 $17,000	$19,035 2	$19,000 5	$25,333 3	$33,000 2	$20,401 332 $26,000 $14,000
Technical Curricula		$16,344 2		$15,167 3	$28,846 235 $34,200 $22,500	$30,384 61 $35,000 $22,000	$30,353 133 $35,900 $24,600	$30,249 9	$21,504 53 $27,000 $17,000	$25,057 7	$30,451 88 $34,700 $27,600	$23,920 2	$28,177 53 $35,400 $21,400	$24,130 14		$23,000 2	$28,604 14	$21,579 34 $24,690 $16,900

AVERAGE YEARLY SALARY OFFERS
Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	March 1991	March 1991	September 1990		90th	50th	10th
BUSINESS							
Accounting	**142**	**$31,118**	$29,647	5.0%	$36,500	$31,000	$26,000
MBA-Nontechnical undergraduate							
1 year or less experience	**156**	**33,870**	36,175	-6.4	43,200	33,000	26,000
1 to 2 years experience	**72**	**44,058**	43,310	1.7	55,000	43,500	30,000
2 to 4 years experience	**73**	**45,901**	45,683	0.5	65,000	44,000	30,000
Over 4 years experience	**69**	**47,032**	45,883	2.5	70,000	45,000	32,000
MBA-Technical undergraduate degree							
1 year or less experience	**20**	**39,435**	37,737	4.5	57,000	36,000	27,800
1 to 2 years experience	**15**	**47,100**	48,191	*	*	*	*
2 to 4 years experience	**30**	**55,584**	50,355	10.4	70,000	55,000	45,000
Over 4 years experience	**30**	**48,400**	51,452	-5.9	70,000	48,500	33,600
MS-Business	**7**	**49,132**	34,347	*	*	*	*
Economics & Finance	**34**	**42,209**	36,812	14.7	49,000	42,600	33,000
Labor/Industrial Relations (incl. Human Resources)	**6**	**28,817**	31,487	*	*	*	*
Management Information Systems	**7**	**33,886**	33,739	*	*	*	*
Marketing/Marketing Management (incl. Marketing Research)	**14**	**45,088**	35,440	*	*	*	*
COMMUNICATIONS							
Advertising	**4**	**33,250**	24,000	*	*	*	*
Communications	**6**	**27,460**	27,602	*	*	*	*
Journalism	**2**	**21,500**	24,500	*	*	*	*
EDUCATION							
Education Administration	**15**	**24,187**	25,698	*	*	*	*
Elementary Education	**26**	**24,472**	22,893	6.9	28,169	24,000	19,000
Physical Education	**4**	**24,500**	27,508	*	*	*	*
Reading Education	**1**	**32,944**	22,000	*	*	*	*
Special Education	**9**	**23,896**	22,798	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	**2**	**16,650**	24,350	*	*	*	*
Letters (incl. Eng, Lit, etc)	**4**	**23,500**	22,400	*	*	*	*
Visual & Performing Arts	**2**	**21,163**	25,399	*	*	*	*
Humanities-Other	**3**	**35,000**	24,333	*	*	*	*
History	+	+	22,500				
Political Science/Government	+	+	+				
Psychology	**9**	**23,945**	24,169	*	*	*	*
Sociology	**3**	**24,267**	20,500	*	*	*	*
Social Sciences	**13**	**30,853**	26,536	*	*	*	*
ENGINEERING							
Aerospace & Aeronautical	**8**	**35,640**	36,114	*	*	*	*
Agricultural	+	+	37,700				
Bioengineering & Biomedical	+	+	36,500				
Chemical	**25**	**39,818**	37,862	5.2	41,028	40,000	38,000
Civil	**60**	**34,900**	32,366	7.8	40,000	34,517	30,000
Computer	**2**	**37,400**	35,748	*	*	*	*
Electrical	**86**	**38,078**	37,526	1.5	43,600	38,800	31,720
Industrial	**18**	**36,437**	35,362	*	*	*	*
Mechanical	**82**	**38,000**	36,506	4.1	42,000	37,800	33,000
Metallurgical	**16**	**38,014**	36,792	*	*	*	*
Mining	**13**	**35,085**	39,626	*	*	*	*
Nuclear	**2**	**37,800**	36,728	*	*	*	*
Petroleum	**22**	**43,523**	38,412	13.3	48,000	42,000	40,200
Textile	+	+	33,510				

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	March 1991	March 1991	September 1990		90th	50th	10th
Continued . .							
HEALTH SCIENCES							
Allied Health	2	$21,091	$25,696	*	*	*	*
Health Sciences	4	26,500	20,402	*	*	*	*
Nursing	+	+	34,900				
SCIENCES							
Agricultural & Natural Resources	5	27,239	22,839	*	*	*	*
Architectural & Environmental Design	1	28,080	26,905	*	*	*	*
Biological	2	24,679	27,279	*	*	*	*
Chemistry	7	32,486	32,320	*	*	*	*
Computer Science	59	36,904	36,849	0.1 %	$44,000	$38,000	$29,140
Geological (incl. Geophysics)	25	36,393	33,644	8.2	40,400	37,400	31,164
Mathematics	8	26,900	30,069	*	*	*	*
Physics	3	27,219	31,480	*	*	*	*
Polymer	+	+	37,098				
	1,228						

Doctoral Candidates

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	March 1991	March 1991	September 1990		90th	50th	10th
BUSINESS							
Business Administration & Management	+	+	N/A	N/A			
Computer & Information Sciences	5	$54,220	$54,788	*	*	*	*
Economics & Finance	+	+	44,000				
EDUCATION							
Education Administration	5	37,214	44,900	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
English	1	30,000	30,340	*	*	*	*
Foreign Languages	2	36,870	+	*	*	*	*
Humanities	+	+	26,000				
Psychology	5	50,540	34,154	*	*	*	*
Sociology	+	+	32,502				
Social Sciences	1	30,000	34,200	*	*	*	*
ENGINEERING							
Aerospace	3	46,027	48,932	*	*	*	*
Chemical	12	52,177	50,524	*	*	*	*
Civil	5	41,399	44,481	*	*	*	*
Computer	2	52,250	50,526	*	*	*	*
Electrical	9	56,133	53,147	*	*	*	*
Industrial	1	54,000	51,500	*	*	*	*
Mechanical	3	43,468	49,887	*	*	*	*
Metallurgical	8	45,930	47,296	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	1	36,000	38,912	*	*	*	*
Biological	1	33,550	32,500	*	*	*	*
Chemistry	34	49,060	45,356	8.2%	$52,800	$50,000	$45,000
Geology & Geological Sciences	7	50,549	38,028	*	*	*	*
Mathematics	6	38,483	42,775	*	*	*	*
Physics	2	40,000	41,486	*	*	*	*
Polymer	1	53,400	46,625	*	*	*	*
	114						

N/A - No historic data available
* Not computed for fewer than 20 offers

1990-91 CPC SALARY SURVEY PARTICIPANTS

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
Brown University
Buffalo State College
Clarkson University
Columbia University
Univ. of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College- Bus. & Public Admin.
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Eastern Connecticut State Univ.
Fordham Univ. - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
Ithaca College
The King's College
LeMoyne College
Univ. of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
Univ. of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research- Grad. School
Northeastern University
Pace Univ. - New York
Pace Univ. - Westchester
Polytechnic University
Post College
Pratt Institute
Regis College
Rensselaer Polytechnic Univ.
Rhode Island School of Design
Univ. of Rhode Island
Roberts Wesleyan College
Rochester Inst. of Technology
University of Rochester
Univ. of Rochester - W.E. Simon Grad. School of Bus.
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
SUNY - Brockport
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Tufts University
Union College
Vassar College
Wells College
Williams College
Worcester Polytechnic Inst.

MAPA

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California Univ. of Penna.
Capitol College
Carnegie-Mellon Univ.
Catholic Univ. of America
Centenary College
Delaware State College
University of Delaware
Univ. of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington Univ.
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
Univ. of Maryland- College Park
Marymount Univ.- Grad. School
Morgan State University
Neumann College
New Jersey Inst. of Technology
Penn State University
Penn State - Behrend
Penn State - Capitol College
Univ. of Pennsylvania
University of Pittsburgh
Point Park College
Princeton University
Ramapo College of NJ
Rutgers Univ. - Camden - Arts & Science
Rutgers Univ. - Newark
Rutgers Univ. - New Brunswick
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Thomas Jefferson University
Trenton State College
Villinova University
Virginia State University
Virginia Wesleyan Univ.
Washington & Lee Univ.
West Virginia Inst. of Technology
West Virginia University
Widener University
William Paterson College

MCPA

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve Univ.
Cedarville College
Central Missouri State Univ.
University of Chicago
Univ. of Chicago- Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia University
Davenport College - Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Drake University
Eastern Illinois University
Eastern Michigan Universtiy
Emporia State University
Eureka College
Ferris State University
Grace College
Grand View College
Hanover College
Greenville College
IIT-Illinois Inst. of Technology
Univ. of Illinois-Chicago
Univ. of Illinois - Chemistry & Chemical Engrg.
University of Illinois - Commerce & Business
Univ. of Illinois - Engrg.
Indiana University
Indiana Univ. - Northwest
Indiana Univ. / Purdue Univ. - Indianapolis
Iowa State Univ. - Agri.
Iowa State Univ. - Bus., Science & Humanities
Iowa State Univ. - Design
Iowa State Univ. - Engrg.
Iowa State Univ. - Family & Consumer Science
Iowa State Univ.- Vet. Med.
Univ. of Iowa - Bus / Engrg.
John Carroll University
Judson College
Univ. of Kansas - Arts
Univ. of Kansas - Bus.
Univ. of Kansas - Engrg.
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
Univ. of Michigan - Ann Arbor - Engineering
Univ. of Michigan- Dearborn
Univ. of Minnesota- Agri.
Univ. of Minnesota- Carlson Sch. of Mgmt.
Univ. of Minnesota-Lib. Arts
Minot State University
Univ.of Missouri - Columbia - Engineering
Univ. of Missouri - Rolla
Univ. of Missouri - St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
Univ. of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern Univ.- Kellogg Grad. Sch. of Business
Northwest Missouri State Univ.
University of Notre Dame
Ohio Northern University
Ohio State Univ. - Agri.
Ohio State Univ. - Arts & Sci.
Ohio State Univ. - Bus.
Ohio State Univ. - Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State Univ.
Southern Illinois Univ. - Carbondale
Southern Illinois Univ. - Edwardsville
Southwest Missouri State Univ.
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
Teikyo Westmar University
University of Toledo
Tri-State University
Viterbo College
Walsh College of Acct. & Bus.
Wartburg College
Washington Univ. - Bus.
Washington Univ. - Engrg.
Wayne State University
Wichita State University
Univ. of Wisconsin - Eau Claire
Univ. of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
Univ. of Wisconsin - Platteville
Univ. Wisconsin - River Falls
Univ. of Wisconsin - Stout
College of Wooster
Wright State University
Youngstown State Univ.

RMCPA

American Grad School of International Mgmt. - Thunderbird
University of Arizona
Brigham Young Univ.
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Kearney State College
Montana State University
University of Montana
Univ. of Nebraska - Lincoln
Univ. of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona Univ.
Univ. of North. Colorado
Sioux Falls College
South Dakota School of Mines
Univ of South Dakota -Bus.
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M Univ.
University of Alabama
Univ. of Alabama - Engrg
Univ. of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke Univ. - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State Univ.
Elon College
Emory Univ. - Business
Florida Atlantic Univ.
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern University
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville-Engrg.
Mars Hill College
Mary Washington College
Memphis State University
Mercer University - Atlanta
Middle Tennessee State Univ.
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central Univ.
North Carolina State University -Textiles
University of North Carolina -Chapel Hill
University of North Carolina-Greensboro
Northeast Louisiana Univ.
Northern Kentucky Univ.
Univ. of North Florida
Oglethorpe University
Old Dominion Univ.
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
St. Augustine's College
Samford University
University of South Alabama
University of South Carolina
University of South Carolina - Aiken
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
Univ. of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
Univ. of Tennessee - Chattanooga
Univ. of Tennessee - Knoxville
Troy State Univ. at Dothan
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Mgmt.
Virginia Tech & State Univ.
University of Virginia
Wake Forest University
Wake Forest Univ.-Babcock Grad. School of Mgmt.
Western Carolina Univ.
Western Kentucky Univ.
College of William & Mary
Winthrop College
Wofford College
Xavier Univ. of Louisiana

SWPA

Arkansas College
Univ. of Arkansas-Fayetteville
Baylor University
Corpus Christi State University
East Texas State University
Hendrix College
University of Houston
Univ.of Houston - Clear Lake
Lamar University
Langston University
Louisiana Tech University
Midwestern State University
University of North Texas
Oklahoma State University
Oklahoma State Univ. - Engrg.
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State Univ.
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
Univ. of Texas-Austin - Engrg.
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State Univ.- Fresno
California State Univ.-Hayward
California State Univ.- Long Beach
California State University- Los Angeles
California State University- Sacramento
Univ. of California - Irvine - Graduate School of Mgmt.
Univ. of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
Monterey Institute of International Studies
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Point Loma Nazarene College
Portland State University
University of Redlands
Ringling School of Art & Design
San Diego State University
University of San Francisco
San Franicisco State University
San Jose State University
Santa Clara University
Univ. of Southern California
Univ. of Southern California- Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

A3940-2U 7/91

A study of 1990-1991 beginning offers

CPC $alary $urvey

July 1991

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

Although the economy has shown some improvement recently, bringing Federal Reserve Chairman Alan Greenspan to declare that the recession had bottomed out in "somewhere in the second quarter," the rebound was hardly in time to improve the recruiting figures for this year's college graduates. Earlier this year, employers, skittish over the downward trend in the economy, put hiring plans on hold, reducing the number of opportunities immediately available to 1991 graduates. And, for those graduates who did receive offers, most found employers more conservative and cautious about their offers than has been the case in the past. The average salary offers received in more than a third of the reported curriculum areas were lower than the September figures, though the changes in the offer figures were generally slight; fewer than half of the reported areas showed changes greater than 4 percent up or down.

Offers to graduates in the business disciplines typify the conservative stance of employers. In this area, a 4.2 percent increase in the average starting salary offer to human resources graduates—now averaging $24,066—proved to be the high-water mark. Both accounting and business administration graduates received starting salary offers less than 1 percent above last year's offers for averages of $26,602 and $23,616, respectively. Economics and finance graduates fared only slightly better with an average starting salary offer of $25,913, a 2.9 percent increase over last September's final figure.

Humanities and social science graduates found themselves on the downside of the employer caution line. Averaging $22,806 and $21,536, respectively, humanities and social science graduates experienced slight decreases in their starting salary offers. Foreign language graduates, however, saw their average offer drop 8.3 percent to $21,636.

For some types of graduates, however, that cautious, hesitant employer attitude did an about-face. Thanks to their short-supply/high-demand status, health-care graduates were among those who found employers exhibiting neither caution nor hesitance. Nursing graduates received starting salary offers that were 9 percent higher than those posted last September, averaging $30,801. Their allied health counterparts did almost as well—their average offer increased 8.1 percent to $29,654.

Also faring well—engineering graduates. The petroleum industry, buoyed by higher oil prices that made domestic production financially attractive, kept petroleum and chemical engineers at the top of the starting-salary-offer scale. The average offer to petroleum engineers jumped 10.7 percent to $38,972, while the average offer to chemical engineers, $37,381, represented a 6.4 percent increase. Mechanical and electrical engineers also posted gains. Starting salary offers to mechanical engineers rose 6.1 percent to an average of $34,007, and 4.4 percent higher starting salary offers were received by electrical engineers for an average of $33,191.

Environmental regulations and the rebuilding of the nation's infrastructure promise long-term, abundant opportunities for graduates in related areas. Average starting salary offers for environmental engineering positions rose 5.6 percent since September to $30,989. Look for civil engineering to become the next high-demand engineering discipline: Civil engineers not only can rebuild the nation, but also, because they are the favored stand-ins for the short-supply environmental engineers, they can help clean it up. Their average offer rose 5.4 percent to $29,666.

The outlook for aerospace engineers, however, is not promising. Cutbacks and layoffs in the aerospace industry left little room for entry-level candidates. The reduction in recruiting in this area meant that aerospace engineers received salary offers slightly lower than those posted in September; the average was $30,434.

Technical M.B.A.s posted respectable gains—inexperienced graduates saw their average offer rise 4.4 percent to $39,402, and graduates with more than four years of experience rated the same percentage increase for an average offer of $53,706. In the nontechnical M.B.A. arena, however, it was experience that counted. Employers, perhaps anxious to find answers to economic troubles, wooed nontechnical M.B.A.s with more than four years of experience with an average offer of $50,782—10.7 percent higher than the average offer in September. Their inexperienced counterparts, however, were the only graduates in the M.B.A. theater to lose ground; their average salary offer was 2.6 percent lower than the September offer, at $35,225.

Those graduates who didn't find suitable permanent positions can take some solace from Greenspan's recent comments—there is nowhere to go but up, though employment opportunities generally lag behind economic recovery. Also on the plus side, a recent Manpower, Inc., survey showed 22 percent of employers planning to expand their work forces and only 10 percent planning to reduce in the third quarter. Those graduates, therefore, may find doors easing open in the summer and early fall months.

The July 1991 ***CPC Salary Survey*** contains information received during the period of September 1, 1990, to June 5, 1991. Its data are compiled from offers extended to students graduating between September 1, 1990, and August 31, 1991. Participating in the ***Salary Survey*** are 450 career services offices at colleges and universities across the United States. The report is available to CPC members and ***Salary Survey*** subscribers, who may order additional copies at $4 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

The study compiles reports from 450 career planning and placement offices of colleges and universities across the United States. Typically, 98 percent of these offices submit reports for each issue. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by nonprofit and educational institutions. The figures reported are for base salaries only, and do not include bonuses, fringe benefits, or overtime rates. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

Reports are issued each January, March, July, and September. The number of offers reported in each report is cumulative from the previous September.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students, and consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	July 1991	July 1991	September 1990		90th	50th	10th
BUSINESS							
Accounting	2,774	**$26,602**	$26,391	0.8%	$30,000	$27,000	$22,000
Business Administration (incl. Management Science)	966	**23,616**	23,529	0.4	30,000	23,000	17,195
Distribution Management	18	**27,495**	25,079	*	*	*	*
Economics & Finance (incl. Banking)	1,238	**25,913**	25,184	2.9	31,964	26,000	20,000
Hotel/Restaurant Management	118	**21,127**	20,752	1.8	24,500	22,000	18,000
Human Resources (incl. Labor Relations)	93	**24,066**	23,101	4.2	30,000	24,000	18,000
Management Information Systems	322	**28,412**	27,428	3.6	32,500	28,500	24,000
Marketing/Marketing Management (incl. Research)	1,081	**23,850**	23,543	1.3	29,000	24,000	18,000
Real Estate	7	**20,760**	24,509	*	*	*	*
COMMUNICATIONS							
Advertising	51	**21,866**	20,742	5.4	27,500	21,000	15,500
Communications	193	**22,067**	21,002	5.1	28,500	22,000	15,000
Journalism	103	**20,586**	19,488	5.6	27,600	21,000	14,000
Telecommunications/Broadcasting	52	**23,388**	20,413	14.6	30,000	23,000	18,000
EDUCATION							
Elementary Education	273	**20,054**	18,974	5.7	26,000	20,500	13,350
Pre-Elementary Education	30	**16,599**	17,507	-5.2	23,900	17,500	10,000
Physical Education	29	**19,314**	19,904	-3.0	24,000	20,100	14,400
Special Education	50	**22,424**	20,433	9.7	26,000	22,950	17,500
HOME ECONOMICS							
Human Ecology	27	**21,159**	19,383	9.2	24,500	21,000	16,500
Textiles & Clothing	82	**21,210**	20,662	2.7	25,000	21,800	16,000
Merchandising Management	44	**21,017**	19,496	7.8	25,000	21,000	17,000
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	36	**21,636**	23,607	-8.3	25,384	20,900	17,000
Letters	112	**21,490**	21,566	-0.4	28,000	21,000	15,200
Visual & Performing Arts	63	**19,646**	20,588	-4.6	24,650	19,600	13,500
Humanities-Other	81	**22,806**	23,213	-1.8	30,000	22,000	15,500
Criminal Justice	58	**21,533**	20,745	3.8	28,500	20,000	15,996
History	68	**23,465**	22,715	3.3	30,000	22,750	16,000
Political Science/Government	131	**23,063**	23,677	-2.6	28,300	22,000	18,000
Psychology	151	**20,553**	20,688	-0.7	28,000	20,000	13,105
Sociology	63	**20,119**	20,134	-0.1	27,000	19,600	14,400
Social Sciences-Other	127	**21,536**	21,627	-0.4	30,500	20,400	14,560
ENGINEERING							
Aerospace & Aeronautical	123	**30,434**	30,509	-0.2	35,520	30,160	26,252
Agricultural	39	**30,878**	30,127	2.5	36,000	31,000	25,000
Architectural	50	**31,193**	28,916	7.9	36,000	31,350	25,200
Bioengineering & Biomedical	9	**29,567**	30,052	*	*	*	*
Chemical	1,352	**37,381**	35,122	6.4	40,200	38,000	34,800
Civil	829	**29,666**	28,136	5.4	36,000	29,000	24,752

N/A - No historic data available

* Not computed for fewer than 20

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	July 1991	July 1991	September 1990		90th	50th	10th
Continued . . .							
Computer	201	**$32,368**	$31,490	2.8 %	$36,360	$33,300	$26,252
Electrical	1,642	**33,191**	31,778	4.4	37,500	33,600	28,000
Environmental	6	**28,983**	30,019	*	*	*	*
Industrial	414	**32,299**	30,525	5.8	35,400	32,570	28,000
Mechanical	1,893	**34,007**	32,064	6.1	38,200	34,020	29,000
Metallurgical	151	**33,400**	32,235	3.6	35,520	33,600	31,200
Mining	48	**31,504**	29,383	7.2	34,500	32,720	26,400
Nuclear	21	**32,447**	31,750	2.2	34,560	33,320	27,950
Petroleum	181	**38,972**	35,202	10.7	42,500	40,000	33,480
Textile	+	+	33,219				
Engineering Technology	180	**29,697**	29,318	1.3	36,000	30,000	22,500
Industrial Technology	35	**28,645**	29,235	-2.0	34,800	28,500	25,000
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	74	**23,145**	21,834	6.0	28,000	23,000	16,900
Animal Sciences	29	**22,557**	19,719	14.4	30,000	21,500	17,500
Plant Sciences	15	**20,140**	21,176	*	*	*	*
Natural Resources	12	**20,588**	19,058	*	*	*	*
Other Agricultural Sciences	37	**24,158**	24,411	-1.0	28,000	24,000	19,000
COMPUTER SCIENCES							
Computer Science	762	**30,680**	29,804	2.9	36,000	31,500	25,000
Computer Programming	35	**27,216**	28,223	-3.6	32,000	28,500	20,238
Information Sciences & Systems	200	**29,344**	28,631	2.5	33,500	29,500	25,000
Systems Analysis	8	**27,433**	30,556	*	*	*	*
HEALTH SCIENCES							
Allied Health	155	**29,654**	27,436	8.1	35,000	30,000	22,880
Health Sciences[1]	41	**20,941**	20,827	0.5	27,500	21,000	14,500
Nursing	250	**30,801**	28,270	9.0	37,000	31,000	24,000
Pharmacy[2]	56	**39,439**	36,728	7.4	44,000	39,520	35,000
SCIENCES							
Actuarial	26	**32,309**	28,267	14.3	37,000	32,750	28,000
Architectural & Environmental Design	18	**27,578**	25,125	*	*	*	*
Biological	61	**21,457**	21,800	-1.6	28,500	20,903	15,000
Chemistry	80	**27,108**	27,494	-1.4	34,000	29,050	18,000
Geological	27	**28,380**	23,463	21.0	36,000	28,500	20,800
Mathematics (incl. Statistics)	162	**27,978**	27,032	3.5	34,700	28,550	21,000
Physics	21	**28,530**	28,022	1.8	33,600	30,000	21,500
Other Physical and Earth Sciences	7	**25,084**	21,044	*	*	*	*
Polymer Science	3	**34,367**	32,066	*	*	*	*
Textile Science	+	+	26,979				
	17,694						

N/A - No historic data available

* Not computed for fewer than 20 offers.

+ No offers reported

[1] Many Health Science categories are now included in Allied Health

[2] Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	July 1991	July 1991	September 1990		90th	50th	10th
FINANCE							
Accounting (Public)	**2,044**	**$27,158**	$26,824	1.2%	$31,000	$27,500	$23,500
Accounting (Private)	**775**	**25,180**	25,273	-0.4	29,500	26,000	19,000
Commercial Banking (Consumer)	**107**	**21,970**	21,915	0.3	27,500	23,000	16,000
Commercial Banking (Lending)	**137**	**23,780**	24,171	-1.6	28,000	24,000	19,000
Investment Banking (Corporate Finance)	**43**	**29,041**	29,065	-0.1	35,000	28,800	23,000
Investment Banking (Mergers & Acquisitions)	**5**	**30,600**	26,534	*	*	*	*
Investment Banking (Real Estate)	**6**	**21,750**	25,358	*	*	*	*
Investment Banking (Sales & Trading)	**26**	**24,777**	23,226	6.7	32,000	24,500	16,500
Financial/Treasury Analysis	**404**	**27,443**	26,692	2.8	33,000	27,798	21,000
Portfolio Management/Brokerage	**50**	**25,137**	23,430	7.3	35,000	24,500	18,000
Insurance (Underwriting)	**139**	**24,433**	24,012	1.8	28,500	24,300	20,000
Insurance (Claims)	**113**	**22,785**	22,456	1.5	26,200	23,400	18,000
COMMUNICATIONS							
Design/Graphic Arts	**32**	**20,515**	20,370	0.7	28,000	19,100	13,500
Media Planning	**17**	**20,232**	19,795	*	*	*	*
Reporting	**22**	**18,422**	16,517	11.5	25,000	15,340	12,000
Production	**55**	**24,295**	25,338	-4.1	33,780	24,600	15,000
Public Relations	**54**	**20,463**	20,322	0.7	27,000	19,470	15,000
Writing/Editing	**38**	**20,671**	19,972	3.5	26,000	20,250	16,500
MARKETING							
Advertising	**43**	**21,360**	21,927	-2.6	28,000	20,000	15,000
Brand/Product Management	**125**	**24,443**	25,442	-3.9	32,400	23,284	18,000
Buyer/Merchandising	**303**	**23,517**	23,021	2.2	28,000	23,000	19,000
Distribution	**46**	**26,051**	26,152	-0.4	33,000	26,550	18,000
Market Research	**77**	**25,448**	25,128	1.3	33,700	26,000	18,000
Purchasing	**32**	**27,716**	24,204	14.5	35,000	27,800	18,500
Sales	**1,080**	**25,372**	24,719	2.6	32,000	25,325	18,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	**32**	**20,765**	21,236	-2.2	26,431	21,000	15,600
Finance, Taxation, Monetary Policy	**80**	**22,655**	23,017	-1.6	27,000	22,112	17,195
Economic Programs	**17**	**21,721**	24,373	*	*	*	*
Law Enforcement	**59**	**23,076**	24,037	-4.0	30,200	21,023	17,000
Military	**55**	**23,685**	22,375	5.9	27,720	24,000	20,000
National Security	**9**	**20,956**	24,459	*	*	*	*
Urban/Regional Planning	**10**	**19,183**	23,546	*	*	*	*
ENGINEERING							
Bioengineering	**9**	**27,622**	33,193	*	*	*	*
Design/Construct	**877**	**30,766**	30,096	2.2	36,700	31,000	24,912
Environmental/Sanitation	**159**	**30,989**	29,334	5.6	37,500	31,200	24,972
Manufacturing/Industrial	**980**	**33,930**	31,948	6.2	37,800	34,200	30,000
Systems/Programming	**241**	**32,238**	31,078	3.7	36,000	32,500	27,600
Power Systems	**233**	**33,217**	31,720	4.7	37,020	33,480	28,500
Software Design & Development	**206**	**32,869**	31,802	3.4	37,000	33,500	28,808
Hardware Design & Development	**191**	**33,709**	32,303	4.4	36,720	34,176	30,000
Research & Development	**328**	**34,268**	32,283	6.1	38,900	35,000	27,332
Testing	**145**	**30,692**	30,205	1.6	36,000	31,777	24,500
Process Engineering	**1,072**	**37,658**	35,045	7.5	40,440	38,000	35,000
Project Engineering	**1,113**	**34,092**	32,130	6.1	39,300	34,200	28,000
Other Engineering	**1,480**	**32,821**	31,333	4.7	38,400	33,500	27,000
HEALTH CARE							
Administrative	**28**	**23,074**	22,109	4.4	35,000	22,000	15,600
Industrial Hygiene	**5**	**24,106**	28,826	*	*	*	*
Medical Technology	**44**	**24,765**	23,950	3.4	32,000	24,750	19,500
Nursing / Personal Care	**245**	**30,640**	28,200	8.7	37,000	31,000	24,000

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

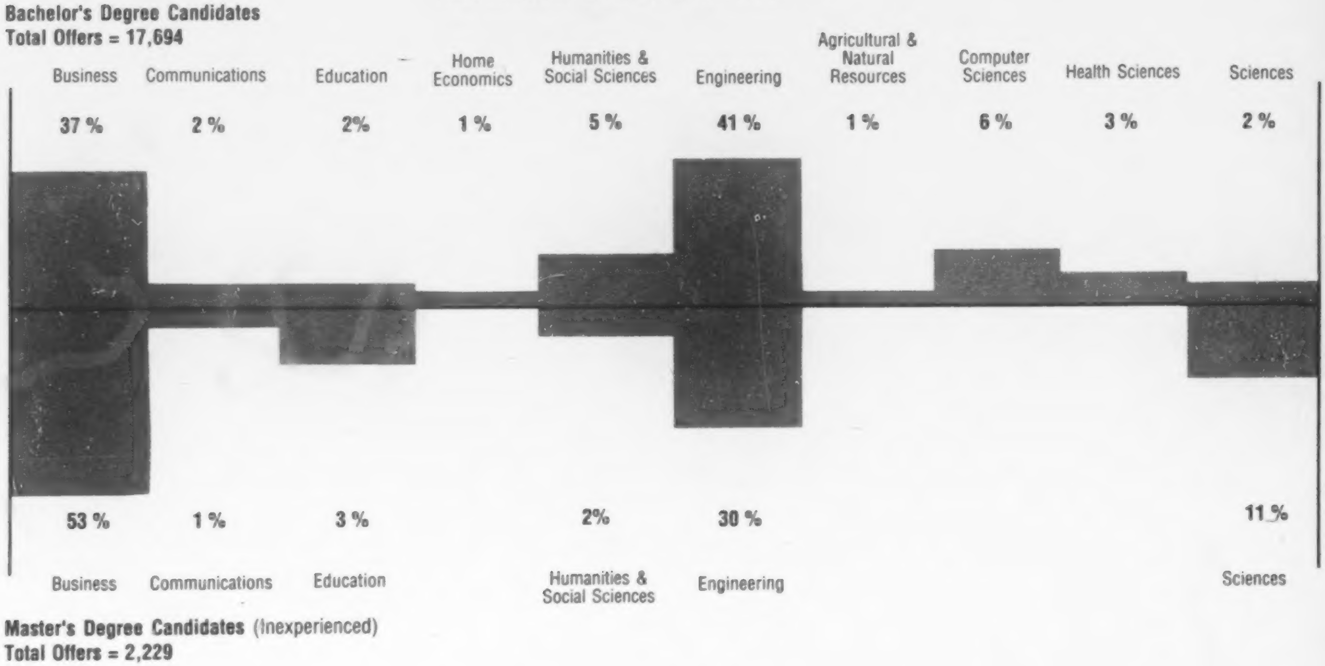
AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	July 1991	July 1991	September 1990		90th	50th	10th
Continued . . .							
Occupational Therapy	38	**$29,627**	$25,644	15.5 %	$35,000	$29,000	$26,000
Pharmacist	57	**39,213**	37,466	4.7	44,000	39,520	35,000
Physical Therapy	24	**29,532**	29,309	0.8	34,100	30,250	29,000
Respiratory Therapy	5	**32,651**	25,030	*	*	*	*
Other Health Related	123	**26,394**	21,842	20.8	36,000	25,400	16,000
SOCIAL SERVICES							
Administration	34	**20,069**	19,827	1.2	28,000	19,109	14,400
Counseling	62	**17,107**	16,658	2.7	21,000	17,100	13,000
Fundraising/Development	4	**17,685**	16,930	*	*	*	*
Social Work	55	**17,470**	17,313	0.9	21,000	17,200	13,700
COMPUTER SCIENCE							
Computer Programming	576	**28,799**	28,589	0.7	34,200	28,800	23,040
Information Systems	253	**29,911**	28,262	5.8	35,000	30,000	24,000
Computer Systems Analyst	344	**30,178**	29,539	2.2	35,040	30,000	25,000
OTHER FUNCTIONAL AREAS							
Actuarial	50	**32,220**	30,222	6.6	35,000	32,020	28,600
Agricultural/Natural Resources	91	**21,863**	20,122	8.7	27,500	22,000	15,840
Architecture	10	**28,290**	21,993	*	*	*	*
Consulting	491	**29,214**	28,679	1.9	34,000	29,000	25,000
Human Resources/Industrial Relations	95	**23,651**	23,233	1.8	30,000	23,000	18,000
Management Trainee	1,354	**22,764**	22,269	2.2	30,000	22,000	18,000
Mathematician/Statistician	33	**23,647**	25,451	-7.1	30,000	22,500	20,195
Paralegal	25	**20,592**	20,908	-1.5	23,000	20,000	17,000
Research (Nontechnical)	13	**22,612**	22,480	*	*	*	*
Research (Technical)	43	**28,678**	27,896	2.8	35,000	30,000	21,500
Teaching	523	**20,475**	19,353	5.8	26,000	20,903	14,292
	17,694						

PROPORTION OF OFFERS BY CURRICULAR AREA



AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men - Number of Offers July 1991	- Men - Average $ Offer July 1991	- Men - Average $ Offer September 1990	- Women - Number of Offers July 1991	- Women - Average $ Offer July 1991	- Women - Average $ Offer September 1990
Business						
Accounting	1,360	$26,900	$26,510	1,414	$26,315	$26,282
Business Administration (incl. Management Science)	537	24,337	23,885	429	22,713	23,080
Distribution Management	16	26,663	24,419	2	34,152	26,295
Economics & Finance (incl. Banking)	820	26,154	25,234	418	25,441	25,088
Hotel/Restaurant Management	53	21,467	20,892	65	20,850	20,631
Human Resources (incl. Labor Relations)	29	24,552	25,170	64	23,846	21,639
Management Information Systems	185	28,699	27,617	137	28,025	27,166
Marketing/Marketing Management (incl. Research)	547	24,103	23,906	534	23,590	23,141
Real Estate	6	21,137	25,543	1	18,500	22,211
Communications						
Advertising	19	23,389	22,408	32	20,961	19,520
Communications	78	23,306	21,797	115	21,226	20,411
Journalism	26	19,968	17,459	77	20,795	20,291
Telecommunications/Broadcasting	35	23,898	20,859	17	22,337	20,025
Education						
Elementary Education	33	22,102	20,365	240	19,773	18,734
Pre-Elementary Education	+	*	N/A	30	16,599	17,507
Physical Education	18	16,898	20,389	11	19,996	19,088
Special Education	5	24,350	21,250	45	22,210	20,320
Home Economics						
Human Ecology	3	23,033	N/A	24	20,925	19,383
Textiles & Clothing	5	25,260	22,783	77	20,947	20,537
Merchandising Management	1	17,500	21,066	43	21,098	19,330
Humanities & Social Sciences						
Foreign Languages	11	21,463	25,540	25	21,712	21,774
Letters	35	24,459	23,028	77	20,140	20,801
Visual & Performing Arts	31	20,626	22,783	32	18,696	19,346
Humanities-Other	30	24,897	23,311	51	21,576	23,104
Criminal Justice	35	22,849	21,930	23	19,529	18,714
History	40	24,856	23,364	28	21,479	21,228
Political Science/Government	72	23,780	24,327	59	22,188	22,603
Psychology	52	22,522	21,990	99	19,519	20,033
Sociology	25	21,201	21,611	38	19,408	19,035
Social Sciences-Other	44	23,692	23,820	83	20,393	19,940
Engineering						
Aerospace & Aeronautical	104	30,419	30,446	19	30,520	30,883
Agricultural	37	31,331	29,786	2	22,500	31,618
Architectural	39	31,591	28,860	11	29,783	29,235
Bioengineering & Biomedical	5	31,120	29,154	4	27,625	30,822
Chemical	860	37,314	35,169	492	37,496	35,013
Civil	634	29,536	28,061	195	30,087	28,504

N/A - No historic data available
* Not computed for fewer than 20 offers.
+ - No offers reported

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men -			- Women -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	July 1991	July 1991	September 1990	July 1991	July 1991	September 1990
Continued . . .						
Computer	158	$32,268	$31,527	43	$32,733	$31,303
Electrical	1,353	33,145	31,732	289	33,404	32,009
Environmental Engineering	2	29,700	31,030	4	28,625	24,960
Industrial	278	31,928	30,159	136	33,059	31,169
Mechanical	1,552	33,924	31,998	341	34,384	32,398
Metallurgical	130	33,457	32,239	21	33,048	32,221
Mining	43	31.772	29,777	5	29,200	24,000
Nuclear	12	32,596	31,849	9	32,248	31,167
Petroleum	152	38,857	35,087	29	39,575	35,844
Textile	+	+	33,938	+	+	32,500
Engineering Technology	155	29,622	29,311	25	30,160	29,412
Industrial Technology	25	27,547	29,584	10	31,390	21,500
Agriculture & Natural Resources						
Agribusiness	62	23,219	21,326	12	22,766	23,928
Animal Sciences	15	25,303	20,124	14	19,614	18,409
Plant Sciences	10	21,320	21,186	5	17,779	21,132
Natural Resources	10	20,566	18,889	2	20,700	19,903
Other Agricultural Sciences	31	24,317	24,443	6	23,333	24,292
Computer Sciences						
Computer Science	547	30,476	29,91[illegible]	215	31,199	29,439
Computer Programming	22	27,697	28,139	13	26,402	28,417
Information Sciences & Systems	108	29,115	28,466	92	29,614	28,847
Systems Analysis	5	29,532	29,443	3	23,933	31,808
Health Sciences						
Allied Health	27	28,766	31,826	128	29,841	26,937
Health Sciences	5	21,500	20,589	36	20,863	20,878
Nursing	23	30,233	27,915	227	30,858	28,303
Pharmacy	28	39,315	38,626	28	39,563	35,425
Sciences						
Actuarial	16	34,004	28,292	10	29,598	28,212
Architectural & Environmental Design	14	28,250	25,489	4	25,225	22,919
Biological	30	22,214	22,670	31	20,723	20,992
Chemistry	46	28,297	27,134	34	25,499	28,111
Geological	18	27,081	25,123	9	30,978	17,098
Mathematics (incl. Statistics)	67	28,353	26,942	95	27,714	27,112
Physics	18	28,039	28,609	3	31,473	31,789
Other Physical & Earth Sciences	4	27,697	22,036	3	21,600	20,051
Polymer Science	2	35,250	32,066	1	32,600	N/A
Textile Science	+	+	27,057	+	26,670	
	10,798			6,896		

N/A - No historic data available
* Not computed for fewer than 20 offers.

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN -			- WOMEN -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	July 1991	July 1991	September 1990	July 1991	July 1991	September 1990
FINANCE						
Accounting (Public)	1,036	$27,394	$26,820	1,008	$26,915	$26,828
Accounting (Private)	351	25,660	25,721	424	24,783	24,836
Commercial Banking (Consumer)	48	23,159	22,301	59	21,003	21,597
Commercial Banking (Lending)	88	23,978	23,984	49	23,425	24,487
Investment Banking (Corporate Finance)	29	29,069	29,467	14	28,984	28,307
Investment Banking (Mergers & Acquisitions)	4	32,250	27,573	1	24,000	25,105
Investment Banking (Real Estate)	2	17,500	25,438	4	23,875	25,301
Investment Banking (Sales & Trading)	15	27,767	24,662	11	20,699	21,216
Financial/Treasury Analysis	246	27,983	26,923	158	26,601	26,305
Portfolio Management/Brokerage	34	26,841	23,790	16	21,516	22,914
Insurance (Underwriting)	94	24,961	24,334	45	23,330	23,540
Insurance (Claims)	57	23,585	22,576	56	21,971	22,334
COMMUNICATIONS						
Design/Graphic Arts	19	22,196	22,868	13	18,058	18,808
Media Planning	7	21,786	19,882	10	19,144	19,713
Reporting	13	18,784	16,834	9	17,898	16,201
Production	32	26,017	25,782	23	21,898	24,295
Public Relations	20	21,170	21,870	34	20,045	19,453
Writing/Editing	7	20,671	22,015	31	20,671	19,081
MARKETING						
Advertising	18	23,344	24,799	25	19,932	19,737
Brand/Product Management	71	25,620	26,235	54	22,894	24,526
Buyer/Merchandising	112	24,710	24,031	191	22,818	22,467
Distribution	30	26,813	26,062	16	24,624	26,294
Market Research	36	26,164	25,677	41	24,820	24,440
Purchasing	16	26,844	24,357	16	28,589	24,072
Sales	694	25,835	25,208	386	24,540	23,879
PUBLIC ADMINISTRATION						
Executive, Legislative, & General	7	23,284	21,839	25	20,060	20,550
Finance, Taxation, Monetary Policy	32	22,417	23,161	48	22,814	22,935
Economic Programs	8	21,103	23,445	9	22,270	25,445
Law Enforcement	44	23,944	24,543	15	20,528	22,424
Military	45	23,759	22,488	10	23,353	21,489
National Security	4	23,000	26,011	5	19,320	22,686
Urban/Regional Planning	6	19,912	23,561	4	18,090	23,481
ENGINEERING						
Bioengineering	5	31,620	33,690	4	22,625	29,594
Design/Construct	724	30,879	30,094	153	30,231	30,111
Environmental/Sanitation	100	30,260	29,292	59	32,223	29,510
Manufacturing/Industrial	733	33,827	31,838	247	34,238	32,327
Systems/Programming	193	32,542	31,020	48	31,017	31,309
Power Systems	199	33,247	31,732	34	33,045	31,656
Software Design & Development	163	32,904	31,706	43	32,736	32,229
Hardware Design & Development	152	33,481	32,295	39	34,600	32,337
Research & Development	226	33,867	32,088	102	35,157	32,905
Testing	126	30,891	30,210	19	29,373	30,182
Process Engineering	726	37,560	35,076	346	37,822	34,959
Project Engineering	876	33,988	31,977	237	34,475	32,804
Other Engineering	1,171	32,811	31,283	309	32,858	31,533
HEALTH CARE						
Administrative	6	23,587	22,625	22	22,934	21,808
Industrial Hygiene	1	23,832	29,067	4	24,175	26,300
Medical Technology	12	27,150	25,834	32	23,871	23,617
Nursing / Personal Care	22	30,435	28,796	223	30,660	28,151

N/A - No historic data
* Not computed for fewer than 20

Continued . . .

AVERAGE YEARLY SALARY OFFERS

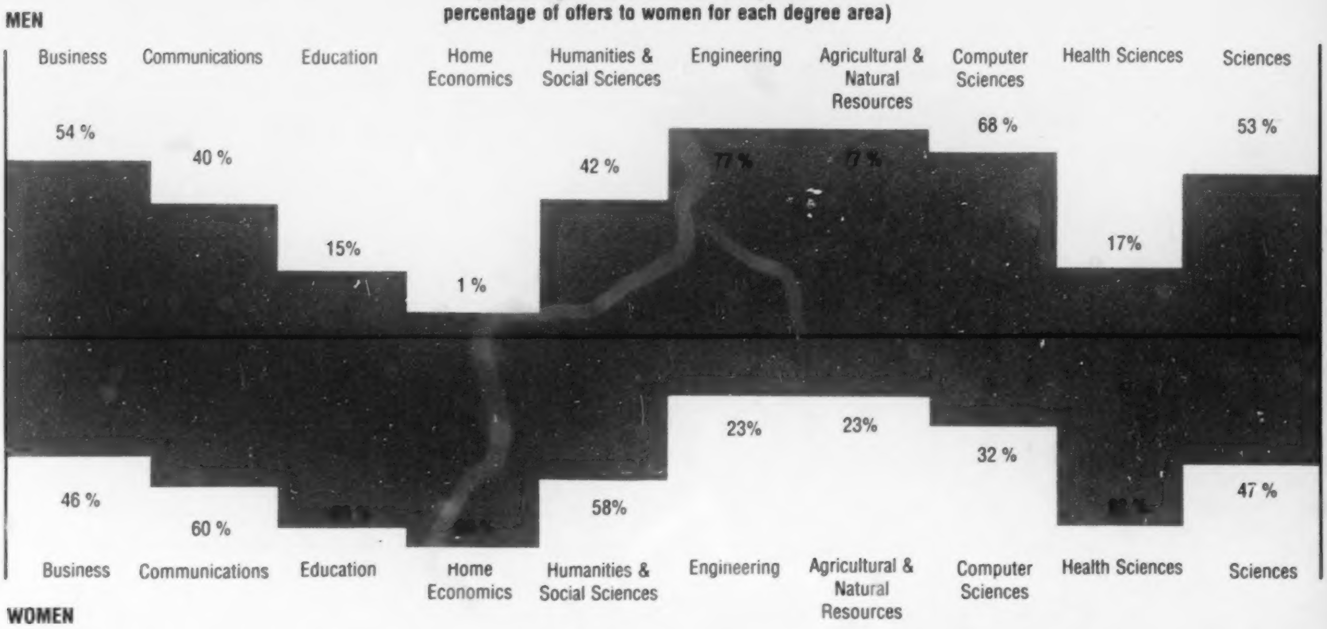
Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN - Number of Offers July 1991	- MEN - Average $ Offer July 1991	- MEN - Average $ Offer September 1990	- WOMEN - Number of Offers July 1991	- WOMEN - Average $ Offer July 1991	- WOMEN - Average $ Offer September 1990
Continued . . .						
Occupational Therapy	4	**$36,020**	$21,388	34	**$28,875**	$26,354
Pharmacist	28	**39,315**	39,682	29	**39,114**	35,916
Physical Therapy	3	**31,667**	31,250	21	**29,228**	28,921
Respiratory Therapy	1	**34,000**	24,126	4	**32,314**	29,100
Other Health Related	23	**26,926**	20,981	100	**26,272**	22,214
SOCIAL SERVICES						
Administration	6	**22,120**	23,592	28	**19,630**	17,568
Counseling	13	**17,706**	18,942	49	**16,948**	15,794
Fundraising/Development	1	**26,000**	17,375	3	**14,913**	16,556
Social Work	10	**18,780**	16,055	45	**17,179**	17,508
COMPUTER SCIENCE						
Computer Programming	384	**28,717**	28,671	192	**28,964**	28,423
Information Systems	140	**30,121**	28,542	113	**29,650**	27,810
Systems Analysis & Design	216	**30,315**	29,664	128	**29,947**	29,262
OTHER FUNCTIONAL AREAS						
Actuarial	25	**33,268**	30,764	25	**31,173**	29,551
Agricultural/Natural Resources	68	**22,434**	20,275	23	**20,173**	19,322
Architecture	7	**29,786**	22,358	3	**24,800**	20,233
Consulting	324	**29,638**	28,792	167	**28,392**	28,456
Human Resources/Industrial Relations	29	**23,243**	24,220	66	**23,831**	22,662
Management Trainee	686	**23,440**	22,965	668	**22,071**	21,435
Mathematician/Statistician	13	**24,837**	25,382	20	**22,874**	25,551
Paralegal	6	**19,867**	20,323	19	**20,821**	21,116
Research (Nontechnical)	5	**24,900**	23,138	8	**21,183**	21,733
Research (Technical)	29	**29,298**	28,600	14	**27,394**	27,191
Teaching	117	**21,499**	20,409	406	**20,180**	19,025
	10,798			6,896		

N/A - No historic data available
* Not computed for fewer than 20 offers.

PROPORTION OF OFFERS TO MEN AND WOMEN

(Percentage of offers to men compared to the percentage of offers to women for each degree area)



Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	$24,876 638	Number of Offers
90th Percentile	$28,000	
10th Percentile	$21,600	

Bachelor's Degree Curricula	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality - Hotels/Motels/ Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Accounting	$27,170 1964 $30,800 $23,500	$25,457 3		$24,957 60 $29,000 $20,000	$23,865 5	$28,500 9	$23,358 10	$25,795 22 $29,000 $23,000	$30,533 3	$24,314 35 $28,000 $18,000	$22,167 3	$22,880 9	$25,510 52 $29,000 $21,580	$22,850 2	$21,592 30 $28,000 $16,000	$14,000 1		$20,000 1
Business Administration - incl. Management Science	$25,402 13	$23,500 2		$21,266 60 $25,500 $14,880	$23,600 15	$25,538 13	$27,320 10	$27,838 51 $31,500 $25,000	$19,000 2	$22,000 36 $29,400 $15,000	$20,831 19	$19,472 18	$23,910 91 $27,600 $20,000	$18,000 1	$20,964 251 $25,000 $17,300	$20,167 3		$26,000 2
Distribution Management															$21,375 4			
Economics & Finance (incl. Banking)	$26,138 66 $33,000 $25,000	$25,630 4		$24,374 226 $28,000 $20,000	$28,377 40 $35,000 $21,000	$26,727 17	$25,959 22 $28,800 $20,800	$28,968 107 $34,000 $26,000	$18,796 2	$24,096 96 $32,000 $15,900	$24,400 5	$23,143 7	$24,686 119 $30,000 $20,000	$21,000 1	$22,756 80 $28,000 $18,000	$30,530 2	$23,100 2	$21,500 3
Hotel / Restaurant Management											$20,384 19	$21,058 93 $23,000 $18,000			$21,450 3			
Human Resources (incl. Labor Relations)				$23,800 5	$19,200 2		$22,667 3	$30,800 1		$22,333 3	$21,250 2	$20,000 1	$23,222 29 $25,100 $20,000	$21,000 1	$20,814 7	$16,000 1		$19,000 2
Management Information Systems	$29,480 20 $32,500 $26,500			$25,875 4	$18,000 1	$28,183 11	$27,887 37 $31,000 $24,000	$29,850 34 $32,700 $27,000	$28,000 1	$26,558 12	$25,000 2		$26,821 28 $29,140 $25,500		$26,530 17			$27,300 1
Marketing/Marketing Management (incl. Research)	$26,000 2	$18,731 13		$22,540 30 $27,000 $19,000	$22,591 8	$24,975 20 $32,000 $19,000	$23,821 24 $28,000 $20,000	$24,769 13	$26,500 2	$22,742 26 $30,000 $16,000	$21,229 7	$20,831 16	$24,628 58 $28,500 $21,300	$20,000 5	$22,725 352 $28,000 $18,000	$26,625 4	$21,000 6	$23,820 9
Real Estate				$21,667 3						$21,250 2								
Advertising		$20,713 15			$21,000 1	$23,520 5				$30,000 1			$25,000 1		$20,470 10			$15,000 1
Communications	$18,000 1	$18,805 8		$22,133 8		$18,260 10	$22,800 7	$20,750 2	$20,000 1	$19,300 5	$18,571 7	$16,767 3	$23,140 15		$21,731 47 $26,000 $17,000	$21,000 1		$17,740 4
Journalism		$17,360 11		$22,000 1		$20,406 13	$20,833 6	$26,000 2		$21,500 2			$25,300 5	$21,840 1	$22,129 14			$16,207 12
Telecommunications/ Broadcasting				$22,000 2		$21,695 11						$23,000 2	$23,650 4		$21,333 15			
Elementary Education													$18,000 1		$11,000 1		$18,700 1	
Pre-Elementary Education								$18,000 1										
Physical Education															$19,000 2			
Special Education																		

	SERVICE EMPLOYERS																	
Curriculum - Continued	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Human Ecology				$22,000 1								$22,000 1	$19,900 2		$19,925 4			
Textiles & Clothing						$13,000 1					$19,200 1				$20,853 67 $24,000 $16,000			
Merchandising Management															$21,067 40 $25,000 $17,000			
Foreign Languages		$31,500 1	$22,100 1	$20,000 1		$28,500 1		$33,000 1		$25,000 1		$22,100 1	$22,900 4	$15,000 1	$19,400 2	$25,000 1		
Letters		$23,000 2		$21,917 6	$34,000 1	$17,500 4	$25,800 4	$31,000 1		$27,500 2			$24,620 4	$17,140 5	$20,613 11		$19,000 1	$15,730 5
Visual & Performing Arts		$22,300 5	$17,000 1	$32,000 1		$22,000 1					$13,000 2				$16,300 5			$16,799 5
Humanities-Other		$12,480 1		$25,000 2	$40,000 1	$19,500 1			$25,000 1	$20,000 1	$37,000 1		$23,884 13	$20,000 1	$22,095 20 $24,000 $19,500		$25,000 1	
Criminal Justice													$20,000 1	$20,071 7	$20,210 5		$25,426 4	
History		$23,000 1		$22,875 4	$33,750 4	$24,000 1	$18,500 2	$27,000 7		$29,000 2		$30,000 1	$21,750 2	$22,175 4	$19,223 13			$20,667 3
Political Science / Government		$22,000 1		$21,500 4	$23,450 4	$13,500 2	$25,801 3	$27,683 6		$24,500 6	$17,910 2	$20,400 1	$24,129 7	$18,147 6	$22,822 23 $27,500 $21,000	$22,250 2	$22,000 1	$24,917 3
Psychology		$19,200 1		$22,073 3	$32,000 1	$26,750 2	$36,333 3	$25,950 2	$22,000 1	$21,500 2	$18,763 4	$16,667 3	$23,925 4		$[illegible],342 34 $25,000 $19,000	$12,000 1	$21,000 1	
Sociology				$15,000 1	$30,500 1	$18,000 1		$23,500 2		$20,000 1		$22,625 4	$21,000 2		$20,025 8	$21,667 3	$23,900 1	
Social Sciences-Other	$30,167 3	$24,000 1	$25,000 1	$16,200 1	$30,111 9	$16,000 2	$24,500 2	$28,050 6	$14,560 1	$26,500 2	$22,000 1		$26,500 4	$20,380 5	$21,740 12			$18,233 3
Aerospace & Aeronautical Engineering	$34,000 1							$31,175 4	$25,996 2									
Agricultural Engineering								$32,240 5	$31,000 1						$30,375 4			
Architectural Engineering								$30,054 10	$29,340 4									
Bioengineering & Biomedical Engineering										$35,000 1					$28,500 1			
Chemical Engineering						$38,400 1		$34,967 32 $38,500 $32,000	$35,015 17									
Civil Engineering			$32,250 4			$28,000 1	$31,200 1	$29,301 129 $32,040 $26,400	$29,628 100 $33,600 $26,500									
Computer Engineering	$29,500 1					$35,522 9	$30,417 23 $36,000 $24,000	$28,464 14	$29,967 3				$24,000 1	$28,000 1	$26,833 3	$50,000 1		

	SERVICE EMPLOYERS																	
Curriculum - Continued . . .	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Electrical Engineering	$32,360 5		$31,508 2		$30,250 4	$34,568 41 $39,200 $31,500	$32,437 38 $38,316 $26,000	$31,562 84 $35,000 $28,000	$30,720 21 $33,000 $25,000	$40,000 1					$28,310 2		$26,500 1	
Environmental Engineering																		
Industrial Engineering	$30,750 4		$34,000 1			$32,246 7	$33,192 6	$30,671 41 $32,000 $28,000	$32,500 2	$29,500 2			$26,000 4		$32,500 2			
Mechanical Engineering	$31,000 1		$31,675 4				$33,147 10	$32,290 78 $35,904 $29,000	$34,138 39 $37,500 $30,000						$31,100 5	$30,000 1		
Metallurgical Engineering							$36,000 1	$31,200 2	$33,500 2									
Mining Engineering								$30,086 13	$27,300 3									
Nuclear Engineering								$33,200 2										
Petroleum Engineering									$35,533 3									
Textile Engineering																		
Engineering Technology		$15,000 1	$30,000 2			$30,000 1	$24,873 6	$31,333 6	$30,930 8				$31,500 1		$29,750 2			$28,000 1
Industrial Technology								$30,000 2		$33,000 1			$27,000 1					
Agribusiness				$20,225 4				$21,950 4			$21,500 2		$30,000 1		$22,017 6			
Animal Sciences				$30,000 1				$21,500 1			$46,000 1				$22,500 1			
Plant Sciences								$20,000 2							$14,040 2			
Natural Resources								$24,520 4							$20,000 1			
Other Agricultural Sciences												$25,000 1			$22,000 2			
Computer Science	$29,617 12		$28,000 1	$28,150 10	$36,667 3	$32,833 36 $36,000 $29,800	$29,172 132 $35,400 $22,000	$30,489 61 $34,000 $27,500	$26,914 7	$28,189 18		$22,500 1	$27,556 29 $29,140 $25,000		$25,342 12		$22,500 1	$28,000 4
Computer Programming					$25,700 1		$28,071 7	$31,500 2					$26,540 11		$27,167 3			
Information Sciences & Systems	$29,714 14			$30,000 3		$29,154 7	$26,996 24 $30,000 $23,000	$30,948 32 $33,500 $29,000	$26,000 1	$22,400 5			$28,308 11		$22,867 3			
Systems Analysis								$26,000 2					$24,960 1					

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy															$40,603 37 $44,000 $39,000			
Actuarial	$33,000 1						$24,000 1	$34,643 7		$32,000 1			$31,784 16					
Architectural & Environmental Design	$26,500 1		$30,250 6					$28,600 1	$28,000 1		$25,000 1							
Biological							$22,000 1	$23,800 1	$19,050 2		$38,000 1				$21,333 8			
Chemistry								$23,167 3	$27,500 2				$31,500 1					$15,600 1
Geological								$23,600 3	$28,885 13									
Mathematics (incl. Statistics)	$31,000 3			$28,800 4	$34,500 2	$30,950 2	$29,631 13	$29,562 21 $34,000 $25,000	$29,665 4	$28,900 5			$31,825 31 $35,000 $28,000		$22,820 3			
Physics							$26,510 2	$25,200 1			$22,000 1							
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Nontechnical Curricula	$27,212 2060 $31,000 $23,500	$20,452 60 $27,500 $14,000	$21,367 3	$23,680 425 $28,000 $18,500	$27,833 182 $34,000 $18,000	$23,712 125 $31,200 $14,000	$25,744 142 $30,000 $20,000	$28,070 258 $33,500 $23,100	$23,554 14	$23,712 235 $30,000 $16,000	$20,765 75 $25,000 $14,820	$21,103 160 $25,000 $18,000	$24,492 446 $29,140 $20,000	$19,706 40 $24,000 $16,000	$21,826 1077 $28,000 $17,040	$23,240 19	$21,922 18	$19,425 54 $26,700 $13,645
Technical Curricula	$30,307 43 $33,000 $27,000	$15,000 1	$31,111 20 $36,000 $28,000	$27,184 22 $30,000 $21,500	$32,570 18	$33,408 105 $38,400 $29,000	$29,655 285 $36,000 $22,000	$30,646 567 $35,000 $27,000	$30,781 244 $36,120 $26,000	$28,321 34 $33,000 $25,000	$29,333 6	$23,750 2	$29,127 108 $35,000 $24,000	$28,000 1	$31,229 95 $42,500 $21,300	$40,000 2	$24,500 2	$25,933 6

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
MBA - Nontechnical Undergraduate Degree	$32,471 48 $37,200 $27,500	$33,000 9		$35,626 37 $55,000 $22,378	$43,650 16	$32,117 6	$32,381 20 $36,840 $28,000	$35,317 29 $40,000 $30,000		$42,436 8	$39,000 2	$28,100 5	$36,556 9	$27,500 1	$31,975 8			
MBA - Technical Undergraduate Degree	$30,500 2		$29,120 1	$55,000 2	$53,683 6	$38,600 5	$37,767 3	$33,900 4	$29,000 1	$30,000 1			$33,275 4					

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$23,071 7		$23,941 18	$26,182 26 $29,232 $23,460	$18,716 9	$21,918 54 $24,528 $20,195	$23,183 57 $26,880 $18,852	$23,438 8	$23,386 14	$21,000 2			$24,750 2	$26,847 15	$23,440 5	$23,640 12	$23,130 10	$27,942 26 $30,000 $25,000
Business Administration - incl. Management Science	$17,500 [illegible]	$24,883 7	$22,076 17	$27,718 5	$22,712 13	$21,837 40 $24,025 $20,000	$21,767 11	$20,111 11	$21,850 6	$16,000 1	$19,600 1	$15,236 1	$20,933 3	$25,257 7	$25,833 3	$29,861 23 $34,200 $25,000	$19,113 8	$28,462 29 $34,000 $21,000
Distribution Management			$26,000 1			$22,500 1										$28,267 3		$29,500 1
Economics & Finance (incl. Banking)	$23,880 5	$23,550 2	$24,272 9	$26,271 16		$22,125 43 $25,000 $20,195	$23,382 8	$24,440 1	$26,287 11	$23,000 1		$25,000 3	$27,000 2	$25,411 7	$25,500 3	$28,841 26 $33,000 $25,500	$25,320 5	$29,936 22 $32,400 $28,000
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)			$28,100 2	$23,200 1	$20,000 2	$22,267 4	$24,500 1					$22,000 1	$29,000 1	$25,000 1		$24,500 2	$27,000 2	$30,000 1
Management Information Systems	$27,000 1	$23,040 1	$25,550 9	$29,682 19	$28,900 1	$17,653 2	$25,250 2	$26,000 2	$25,000 1					$26,435 8	$30,500 2	$29,000 3	$26,500 2	$31,751 7
Marketing / Marketing Management (incl. Research)	$20,319 4	$25,000 1	$19,179 17	$22,248 8	$21,400 2	$21,276 8	$22,380 4		$26,636 11	$35,000 1			$14,500 1	$23,920 1	$26,833 3	$27,189 19	$21,733 9	$27,908 46 $32,000 $24,000
Real Estate	$17,000 1						$20,820 1											
Advertising	$50,000 1				$28,900 1	$23,560 1											$18,000 1	$23,000 1
Communications	$10,900 1		$23,024 7	$22,666 8	$22,000 4	$22,763 7	$24,000 1	$21,375 4	$27,000 2	$19,750 2		$13,500 2	$16,645 1		$21,500 1	$27,925 4	$23,740 2	$29,540 5
Journalism	$22,000 1				$18,375 4	$22,154 2	$21,800 1			$17,500 2				$19,000 1	$13,000 1	$24,000 1		$23,900 2
Telecommunications / Broadcasting					$20,000 1	$21,037 1			$28,000 1							$30,000 2		$29,300 4
Elementary Education					$20,300 258 $26,000 $14,000	$21,000 1	$12,000 1			$13,500 4		$12,980 3				$16,000 1		
Pre-Elementary Education					$18,075 20 $24,000 $10,000					$20,000 1		$12,246 6	$15,000 1					
Physical Education					$19,000 22 $24,000 $15,000	$16,305 1		$13,440 1	$20,000 2	$14,400 1								
Special Education					$22,703 45 $26,000 $18,500				$17,500 1			$18,500 4						

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
Curriculum - Continued . . .	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology				$26,500 1	$19,725 4	$21,000 1		$23,478 5	$22,250 2			$16,167 3	$32,500 1					
Textiles & Clothing		$24,000 1																
Merchandising Management			$22,000 1			$23,284 2												
Foreign Languages				$23,000 1	$20,125 13	$18,834 2	$17,000 1											
Letters	$19,000 1	$18,002 1	$24,000 1	$32,000 1	$21,190 28 $26,500 $18,000	$21,275 5	$20,750 4		$12,700 2	$12,000 1		$18,000 1	$21,000 1			$29,500 2	$20,000 1	$22,500 2
Visual & Performing Arts				$15,750 2	$20,385 28 $25,000 $15,000	$23,284 1	$12,000 1	$18,600 1	$18,720 1			$23,600 2		$23,000 1				
Humanities-Other					$19,128 16	$24,750 2	$36,500 1	$19,550 4	$12,000 1			$22,000 1	$15,500 1			$32,900 2		$26,500 2
Criminal Justice					$15,013 1	$17,983 6	$23,405 27 $30,000 $18,888	$22,000 1				$16,450 4						
History			$20,000 1		$20,256 6	$21,750 4	$33,600 2					$18,250 2					$16,800 1	$30,000 1
Political Science / Government			$28,300 1		$25,700 5	$21,537 14	$21,566 14			$15,600 1		$21,000 2	$28,000 1					$24,167 3
Psychology		$25,000 1			$18,914 15	$21,619 5	$16,752 5	$18,185 8	$16,609 6	$15,765 4		$17,719 24 $20,000 $13,000	$14,350 2			$33,500 2	$25,200 1	$32,898 2
Sociology			$19,500 1		$17,600 1	$19,428 2	$23,203 7	$15,260 2	$16,802 6	$18,000 1		$16,325 8	$16,500 2					
Social Sciences-Other	$15,000 1		$19,260 2	$31,500 1	$19,628 11	$20,149 8	$18,959 11		$17,686 7	$18,220 2		$17,809 21 $21,000 $14,500	$24,200 5			$20,000 1		
Aerospace & Aeronautical Engineering		$30,000 1	$33,000 1		$27,500 2	$26,833 25 $29,400 $23,500								$31,141 53 $33,280 $29,496		$30,400 2		$35,520 1
Agricultural Engineering						$22,500 2	$32,167 3								$25,000 2	$33,317 6		
Architectural Engineering				$34,800 2		$27,332 1	$26,066 5										$31,313 15	
Bioengineering & Biomedical Engineering									$17,000 1									
Chemical Engineering		$36,322 7	$24,812 1	$32,787 5	$27,600 2	$26,553 19	$28,183 4							$35,880 4	$36,208 13	$35,848 10	$40,200 2	$37,356 497 $39,500 $35,700
Civil Engineering		$32,367 6	$27,833 43 $32,000 $24,500	$32,565 21 $33,900 $29,400		$26,004 51 $27,500 $22,067	$27,840 219 $34,032 $24,144							$29,296 4	$37,000 1	$30,568 5	$28,555 55 $31,200 $26,000	$34,134 13
Computer Engineering		$33,001 4	$36,000 1	$33,788 4	$26,400 1	$28,079 10	$26,750 2							$31,748 5		$32,000 1		$33,772 8

Curriculum - Continued . . .	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering		$34,881 20 $39,200 $32,040	$32,530 5	$33,126 165 $35,000 $31,080	$30,971 4	$27,177 139 $32,000 $22,000	$31,536 8						$30,250 2	$32,700 95 $35,100 $30,000	$36,327 3	$33,760 92 $35,700 $32,000	$32,462 18	$36,543 60 $38,412 $34,000
Environmental Engineering						$35,000 1	$23,500 1											
Industrial Engineering			$29,915 6	$32,868 14		$24,795 13	$23,890 2	$29,120 1						$28,643 7	$32,568 4	$32,053 49 $34,800 $31,000	$32,289 7	$34,660 44 $38,280 $32,000
Mechanical Engineering		$33,615 13	$31,500 2	$32,996 104 $35,500 $30,000	$26,000 1	$27,149 74 $32,600 $22,067	$28,934 8							$30,707 121 $33,900 $28,500	$34,678 15	$33,585 221 $35,880 $31,000	$32,304 32 $36,000 $27,500	$36,327 183 $38,500 $33,600
Metallurgical Engineering				$50,400 1		$27,466 2	$26,000 1							$31,500 1	$30,000 1	$34,104 16	$30,000 1	$31,633 3
Mining Engineering				$33,800 1			$24,000 1									$26,400 1		
Nuclear Engineering		$34,560 1		$33,633 3		$28,784 6	$33,500 1									$33,320 1		
Petroleum Engineering				$40,000 1														$41,000 2
Textile Engineering																		
Engineering Technology		$28,750 2	$27,500 2	$25,797 5	$25,087 3	$27,305 5	$26,700 1	$19,500 1	$31,000 1		$27,000 1			$29,434 24 $32,000 $27,500	$33,000 1	$34,714 17	$28,564 11	$36,555 4
Industrial Technology						$21,000 1								$29,495 6		$25,980 5	$27,450 2	
Agribusiness		$26,000 1			$20,065 3	$23,000 1	$20,920 2		$21,000 1	$22,000 1					$23,238 37 $26,000 $16,800			$24,667 3
Animal Sciences					$18,750 2	$22,200 1				$25,000 1					$20,541 17		$21,840 1	
Plant Sciences					$38,000 1		$21,013 1								$18,200 5			
Natural Resources						$15,300 1	$17,800 3											
Other Agricultural Sciences	$12,000 1				$24,800 1		$27,350 2								$24,443 14			
Computer Science		$29,290 10	$32,820 5	$31,855 23 $35,000 $28,850	$22,955 6	$24,215 22 $27,000 $20,195	$24,670 10	$32,000 2	$26,533 6			$26,000 1		$30,162 27 $33,600 $26,500	$34,800 1	$30,771 7		$33,091 28 $36,960 $31,000
Computer Programming	$26,000 1		$29,200 2		$20,000 1					$20,238 1							$27,500 1	
Information Sciences & Systems			$27,150 6	$29,500 1	$23,480 2	$20,195 1			$28,857 7					$26,000 3		$28,000 4		$32,871 16
Systems Analysis							$18,600 1		$22,000 1									

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
Curriculum - Continued	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Allied Health					$22,156 5	$26,000 1	$14,594 2	$29,572 121 $34,000 $24,000	$32,774 26 $40,000 $25,529									
Health Sciences					$23,088 1		$20,250 2	$21,941 22 $28,000 $16,000	$19,424 10			$25,000 1	$17,000 3					
Nursing					$28,050 2	$29,000 4	$22,175 1	$30,991 234 $37,400 $24,000	$29,505 6						$25,000 1			$22,000 1
Pharmacy								$36,089 12	$34,500 2									$40,840 5
Actuarial																		
Architectural & Environmental Design					$25,000 2											$26,500 1	$25,375 4	
Biological		$18,900 5			$18,321 12	$20,720 2	$19,950 7	$20,833 3	$16,100 4			$13,500 1			$26,000 1			$28,278 9
Chemistry		$23,880 2	$33,000 1	$26,520 4	$14,346 6	$27,563 4	$24,500 1	$18,350 2								$25,500 2		$29,483 40 $34,500 $24,000
Geological		$26,800 2				$23,750 3	$24,000 1											
Mathematics (incl. Statistics)					$20,739 10	$21,499 16	$24,067 4	$22,000 1						$33,000 1		$28,800 3	$23,500 1	$33,640 5
Physics					$33,272 1	$23,439 5											$28,500 1	$29,700 2
Other Physical & Earth Sciences					$20,637 4		$28,600 1									$30,000 1		
Polymer Science																		$37,500 1
Textile Science																		

BACHELOR'S SUMMARY

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Nontechnical Curricula	$22,524 24 $28,500 $15,000	$24,023 14	$22,717 87 $28,000 $16,300	$26,187 89 $31,400 $20,800	$20,521 504 $26,000 $14,500	$21,659 217 $24,586 $17,300	$22,470 160 $28,119 $17,000	$20,756 48 $25,000 $15,500	$21,818 76 $29,000 $15,000	$17,680 24 $22,000 $13,000	$19,600 1	$17,494 88 $22,200 $12,480	$21,714 24 $28,000 $15,000	$25,848 41 $28,668 $23,000	$24,850 18	$27,973 103 $33,000 $21,000	$22,421 42 $27,600 $18,000	$28,507 154 $32,796 $24,000
Technical Curricula	$19,000 2	$31,782 74 $37,500 $22,500	$20,980 75 $34,092 $24,752	$32,859 354 $35,500 $29,400	$22,023 80 $28,000 $16,600	$26,402 411 $31,490 $21,201	$27,196 294 $33,500 $22,800	$30,024 399 $37,000 $23,000	$27,831 65 $40,000 $17,500	$22,413 3	$27,000 1	$21,500 3	$22,300 5	$31,147 351 $34,000 $28,500	$26,795 116 $35,500 $18,000	$33,322 438 $35,880 $30,000	$30,242 151 $35,400 $26,000	$36,169 925 $39,000 $32,004

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
MBA - Nontechnical Undergraduate Degree	$32,500 4		$35,843 7	$29,380 5	$27,467 3	$27,435 8	$24,320 4	$28,643 5	$35,833 3	$14,400 1	$20,000 1			$32,750 2	$31,500 2	$35,731 16	$33,000 2	$43,162 22 $51,600 $34,092
MBA - Technical Undergraduate Degree	$40,000 1			$39,956 4	$33,000 1	$33,430 1	$32,787 3		$46,000 1					$39,250 2		$41,250 4	$33,000 1	$39,623 12

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Accounting	$31,365 24 $33,500 $27,000	$26,684 36 $30,000 $23,900	$27,754 17	$29,071 7	$23,300 7	$24,167 3	$27,750 2	$26,817 12	$27,612 146 $30,000 $26,000	$22,200 1	$29,400 1	$26,700 3	$16,000 3	$22,500 4	$27,533 6	$22,593 28 $28,000 $15,600
Business Administration - incl. Management Science	$30,774 14	$27,944 18	$28,263 40 $33,000 $25,000	$28,833 3	$24,225 8	$22,000 1	$28,233 6	$27,000 8	$28,466 22 $33,700 $24,000	$23,000 5	$22,000 1	$29,039 7	$22,000 1	$22,717 13	$24,389 11	$23,170 25 $29,000 $16,800
Distribution Management		$33,000 1	$29,067 3	$30,000 1					$35,454 2							$24,700 1
Economics & Finance (incl. Banking)	$27,077 33 $31,000 $24,000	$27,531 30 $30,000 $24,300	$26,595 19	$28,819 13	$28,000 2	$26,500 1	$26,350 4	$27,911 9	$28,678 82 $31,964 $26,500	$21,600 5		$30,999 7	$26,100 1	$25,500 10	$27,391 15	$23,469 24 $28,500 $18,750
Hotel / Restaurant Management			$27,650 2													$28,000 1
Human Resources (incl. Labor Relations)	$32,000 3	$26,000 1	$30,000 3	$24,500 1			$23,000 1	$29,187 3	$26,625 4					$26,000 1		$30,000 1
Management Information Systems	$28,717 9	$30,692 12	$26,571 18	$33,000 1	$29,500 1	$27,600 1	$29,800 2	$28,800 3	$29,999 44 $33,600 $27,600			$33,600 4	$30,000 1	$27,750 2	$32,000 1	$27,067 3
Marketing / Marketing Management (incl. Research)	$25,533 43 $30,000 $18,000	$24,849 18	$24,949 89 $28,500 $20,488	$25,301 27 $29,000 $24,000			$27,333 6	$24,936 11	$27,547 29 $30,000 $24,000	$25,565 23 $27,400 $23,950	$30,000 1	$25,214 7	$32,450 4	$24,000 18	$23,814 15	$23,042 60 $28,000 $17,000
Real Estate																
Advertising			$26,000 1	$25,000 1	$25,000 1		$18,500 1			$26,000 1					$13,000 1	$18,033 6
Communications	$31,020 2		$27,140 5	$23,250 2					$29,600 1					$24,000 1	$25,500 3	$24,689 9
Journalism	$25,200 1	$28,500 1	$21,367 3						$29,380 1					$27,000 3	$18,547 3	$19,276 9
Telecommunications / Broadcasting	$26,000 1		$25,875 4									$12,000 1		$28,400 3		
Elementary Education				$30,000 1											$10,000 1	
Pre-Elementary Education																$18,000 1
Physical Education																
Special Education																

Curriculum - Continued . . .	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Human Ecology												$21,000 1				$17,500 1
Textiles & Clothing	$26,000 1	$27,000 1												$23,286 10		
Merchandising Management														$13,500 1		
Foreign Languages			$25,000 1													$20,667 3
Letters	$23,250 2	$25,750 2										$29,000 1		$23,750 2	$26,800 2	$20,383 6
Visual & Performing Arts	$19,600 1									$19,000 3						$21,000 2
Humanities-Other	$22,000 1	$28,500 1	$19,250 2	$18,750 2			$24,250 2							$24,250 2		$24,563 4
Criminal Justice	$21,000 1							$22,000 1								
History	$30,000 2		$35,000 1	$25,000 1												$21,667 3
Political Science / Government	$25,000 1	$27,000 1	$23,367 3	$26,000 1				$28,667 3	$22,000 1	$26,500 2			$20,000 1		$28,000 4	$21,000 2
Psychology			$27,500 2					$17,160 1	$24,504 1	$17,202 3				$27,500 1	$25,833 3	$19,000 1
Sociology			$18,000 1	$28,000 1				$29,000 2		$22,000 1					$23,000 1	$18,667 3
Social Sciences-Other			$29,750 2	$28,000 1		$12,584 1										
Aerospace & Aeronautical Engineering	$31,300 4	$33,923 6		$37,500 2	$23,040 1			$36,500 1	$33,721 7						$34,020 4	$26,907 5
Agricultural Engineering			$32,700 4						$34,320 2						$33,200 3	$28,586 7
Architectural Engineering									$34,609 12							$29,500 1
Bioengineering & Biomedical Engineering		$32,000 1										$30,720 5				
Chemical Engineering	$35,423 7	$37,617 23 $39,300 $34,500	$36,816 51 $39,000 $35,000	$37,817 18	$35,000 9	$28,600 1	$37,168 18	$37,847 28 $38,500 $36,200	$38,551 403 $40,740 $36,000	$37,775 4	$37,310 4	$36,967 3	$36,950 2	$37,600 5	$37,300 48 $39,500 $35,000	$35,050 23 $38,500 $31,000
Civil Engineering		$32,013 8	$34,200 1	$26,500 1	$29,822 12	$31,732 10	$35,500 1	$28,533 5	$35,514 98 $38,040 $32,400			$28,000 1	$31,433 3		$31,956 5	$29,857 22 $30,000 $27,500
Computer Engineering	$33,462 44 $37,000 $28,500	$34,358 41 $36,200 $32,000	$34,200 1					$31,800 1	$35,395 8						$35,005 2	$30,002 12

Curriculum - Continued . . .	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	$33,778 148 $36,300 $30,300	$33,580 339 $36,600 $30,160	$34,764 15	$36,628 9	$34,297 50 $36,180 $32,400	$35,500 4	$36,573 3	$36,206 35 $38,400 $34,000	$36,100 129 $39,000 $32,000	$32,400 1	$34,033 3	$34,256 10	$32,500 1	$35,253 6	$33,499 39 $37,500 $25,000	$32,307 40 $35,760 $28,000
Environmental Engineering		$26,400 1				$28,000 1				$33,000 1						$28,000 1
Industrial Engineering	$32,934 12	$32,810 45 $34,992 $31,000	$34,178 22 $34,800 $33,000	$33,456 8	$33,456 30 $34,500 $32,400	$35,400 1	$31,060 5	$33,791 13	$34,831 12	$33,250 2		$32,540 2	$31,300 2	$29,650 6	$32,631 20 $35,700 $30,000	$29,784 18
Mechanical Engineering	$33,774 19	$33,541 191 $36,000 $30,720	$34,941 34 $37,500 $33,000	$36,103 23 $37,500 $33,000	$32,597 71 $34,620 $29,500	$29,947 3	$33,223 13	$35,653 38 $38,000 $33,500	$36,776 415 $39,500 $33,000	$37,467 3	$33,000 3	$33,837 24 $35,400 $30,000	$34,050 4	$33,169 13	$35,086 63 $37,500 $32,800	$31,464 64 $35,900 $27,000
Metallurgical Engineering	$34,800 2	$33,025 4			$33,566 96 $35,520 $32,400	$33,310 10		$34,800 2	$36,400 3				$31,720 7		$34,320 1	$30,250 2
Mining Engineering						$33,076 27 $36,000 $30,168			$33,900 1					$28,000 1		
Nuclear Engineering	$32,700 1	$34,260 5			$36,000 1											
Petroleum Engineering									$39,010 174 $42,504 $33,480						$37,500 1	
Textile Engineering																
Engineering Technology	$33,274 4	$28,587 19	$29,000 1	$27,700 2	$29,265 11			$30,926 5	$32,682 10	$24,353 3		$28,833 3	$25,000 1		$32,257 3	$28,456 11
Industrial Technology		$30,900 3	$28,667 3	$34,800 4								$31,833 3				$21,625 4
Agribusiness			$27,125 4		$24,750 2				$32,000 1							$21,100 1
Animal Sciences			$31,000 2													$14,400 1
Plant Sciences			$26,000 1													$19,333 3
Natural Resources																$19,760 3
Other Agricultural Sciences			$23,942 13				$35,000 1								$21,000 1	$24,000 1
Computer Science	$32,505 76 $36,088 $28,000	$33,441 71 $35,400 $31,000	$31,167 3	$33,400 2	$29,640 11		$31,950 2	$32,025 4	$33,740 83 $36,360 $29,600	$31,000 1	$30,000 1	$32,017 6		$28,325 2	$33,029 14	$28,356 11
Computer Programming	$33,920 2	$31,200 1												$21,375 2		
Information Sciences & Systems	$30,722 19	$29,080 5						$30,000 2	$30,254 22 $32,400 $27,020						$33,200 6	$27,667 6
Systems Analysis		$35,700 1			$31,000 1				$31,200 1							

Curriculum - Continued	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Allied Health																
Health Sciences			$19,000 1													$23,040 1
Nursing																$30,000 1
Pharmacy																
Actuarial																
Architectural & Environmental Design									$28,800 1							
Biological		$23,400 1	$20,400 1					$21,792 1				$21,000 1			$22,000 1	$34,008 1
Chemistry			$33,800 2	$34,000 1					$31,500 1				$31,600 2		$31,590 2	$20,967 3
Geological									$34,220 5							
Mathematics (incl. Statistics)	$29,130 7	$32,525 4	$27,500 1		$28,500 2			$30,000 1	$32,360 5	$20,000 1			$30,000 1	$22,724 1	$32,000 1	$32,200 1
Physics	$33,120 2	$26,750 2							$35,200 4							
Other Physical & Earth Sciences		$35,040 1														
Polymer Science													$33,000 1			$32,600 1
Textile Science																

BACHELOR'S SUMMARY

Nontechnical Curricula	$28,004 139 $33,000 $20,500	$27,292 131 $30,000 $23,000	$26,234 208 $31,000 $20,800	$26,687 63 $32,000 $22,750	$24,603 19	$23,026 7	$26,829 24 $29,500 $23,500	$26,920 53 $30,000 $22,000	$28,261 333 $31,500 $26,000	$23,700 44 $27,400 $18,000	$27,133 3	$28,170 31 $35,000 $22,000	$25,082 11	$24,139 71 $28,000 $17,500	$25,073 66 $30,000 $19,200	$22,631 193 $29,000 $16,200
Technical Curricula	$33,169 347 $36,300 $28,200	$33,454 772 $36,360 $30,000	$33,681 160 $38,000 $27,000	$35,789 70 $38,400 $32,000	$32,982 296 $35,520 $29,000	$32,760 57 $36,000 $28,600	$34,893 43 $39,000 $31,000	$35,193 137 $38,400 $31,200	$37,086 1487 $40,700 $32,000	$32,466 16	$34,576 11	$32,554 58 $36,000 $28,000	$32,200 24 $35,000 $29,600	$32,200 38 $37,500 $24,000	$34,540 215 $38,400 $30,000	$30,206 244 $35,900 $23,270

MBA - INEXPERIENCED - BY EMPLOYER TYPE

MBA - Nontechnical Undergraduate Degree	$36,000 6	$38,913 8	$40,455 11	$43,488 8	$29,000 1		$38,600 3	$35,500 2	$36,387 18	$42,600 2		$35,000 1	$36,300 1	$35,500 2	$35,461 7	$27,725 9
MBA - Technical Undergraduate Degree	$35,000 2	$40,000 1	$42,250 2	$48,000 1	$40,250 1			$38,000 2	$39,602 8				$41,700 1	$36,000 1	$40,000 1	

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average 90th Percentile 10th Percentile	$24,876 639 $28,000 $21,600	Number of Offers

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Accounting	$27,181 1067 $31,000 $23,500	$25,286 630 $29,500 $19,500	$23,435 10	$25,950 6	$27,333 3		$27,500 2	$51,000 1	$26,130 42 $29,520 $20,000	$24,500 2	$22,394 4	$20,467 3				$27,000 1		
Business Administration (incl. Management Science)	$23,078 9	$21,247 21 $24,000 $16,000	$20,557 31 $24,000 $15,000	$21,109 9	$29,500 3			$17,833 3	$25,125 37 $30,000 $19,000	$24,810 10	$24,348 35 $27,000 $22,000	$22,572 30 $26,280 $17,000		$17,000 1		$23,000 2	$17,323 6	$18,000 1
Distribution Management																$24,700 1		
Economics & Finance (incl. Banking)	$27,630 50 $32,000 $24,000	$26,323 94 $30,000 $20,000	$22,759 49 $28,000 $18,000	$24,441 93 $28,000 $21,000	$28,027 29 $34,000 $22,000	$30,400 5	$18,875 4	$26,472 11	$27.876 268 $33,000 $23,000	$25,327 21 $30,000 $18,000	$25,073 45 $30,000 $21,000	$23,230 25 $26,200 $18,000			$21,600 1	$24,000 1	$22,000 2	$27,000 2
Hotel / Restaurant Management		$21,000 1																
Human Resources (incl. Labor Relations)			$23,000 2					$19,200 2	$25,000 1	$29,000 1	$23,233 9	$22,795 9				$26,000 1		
Management Information Systems	$29,350 6	$27,000 1							$26,733 3		$24,733 3							
Marketing / Marketing Management (incl. Research)	$19,975 3	$21,920 5	$22,250 8	$23,051 12	$31,500 1			$20,825 4	$23,318 11	$24,600 4	$24,572 21 $26,000 $22,320	$23,686 16	$30,000 1	$20,000 6		$23,250 2		
Real Estate				$22,000 2					$19,750 2	$24,000 1								
Advertising		$23,780 2		$21,000 1					$36,000 1				$15,000 1			$23,600 5	$20,300 3	$19,633 3
Communications	$18,000 1	$19,000 2	$23,000 1	$17,020 5				$15,000 1	$35,000 1		$26,067 3	$22,611 9	$17,300 5	$21,450 4	$13,960 1	$22,600 15	$21,400 18	$20,275 4
Journalism		$16,500 4										$21,750 2	$12,532 2	$16,047 3	$16,625 14	$10,700 1	$21,675 11	$19,460 10
Telecommunications / Broadcasting				$19,000 1							$25,333 3			$16,000 1	$28,400 2	$20,710 8	$20,000 1	
Elementary Education		$16,000 1																
Pre-Elementary Education																		
Physical Education																		
Special Education																		

	FINANCE												COMMUNICATIONS					
Curriculum - Continued . . .	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Human Ecology												$24,500 1						
Textiles & Clothing													$15,000 1					
Merchandising Management																		
Foreign Languages			$70,000 1							$25,000 1	$26,000 2	$19,800 2					$15,000 1	
Letters			$25,000 2		$34,000 1						$25,000 2	$24,240 2			$17,000 2		$18,315 4	$21,044 9
Visual & Performing Arts		$23,000 1		$32,000 1									$20,417 12			$17,070 5		
Humanities-Other		$25,000 1	$10,000 1		$40,000 1				$29,510 1		$22,500 6	$24,000 3	$12,480 1					
Criminal Justice											$20,000 1						$15,013 1	
History				$22,250 2	$45,000 1				$30,000 3	$29,000 2	$26,000 1		$25,000 1		$20,000 1			$21,000 3
Political Science / Government		$35,000 1	$22,000 1	$27,000 2	$26,250 2			$16,000 1	$28,875 4	$20,500 2		$19,620 5	$26,000 1	$22,000 1			$23,329 4	$17,000 1
Psychology		$24,000 2			$32,000 1				$17,360 2		$14,700 1		$19,200 1	$35,000 1			$17,000 1	
Sociology			$15,000 1		$30,500 1							$21,000 1						
Social Sciences-Other		$15,000 1							$30,050 10	$25,000 3		$24,750 2	$14,400 1			$18,200 1		$18,250 2
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																		
Architectural Engineering																		
Bioengineering & Biomedical Engineering									$35,000 1									
Chemical Engineering																		
Civil Engineering								$29,000 1										
Computer Engineering																$39,200 1		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Electrical Engineering	$23,096 1	$28,100 1						$34,000 1					$33,760 1					
Environmental Engineering																		
Industrial Engineering									$31,400 2		$26,000 1	$25,000 1						
Mechanical Engineering										$37,500 1			$34,000 1			$35,110 8		$26,000 1
Metallurgical Engineering																$33,000 1		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering									$22,500 1									
Textile Engineering																		
Engineering Technology									$30,000 1		$31,500 1		$25,020 3			$31,000 1		
Industrial Technology									$33,000 1									$26,000 1
Agribusiness	$21,000 1			$21,500 1					$18,800 1								$19,400 2	
Animal Sciences				$30,000 1														
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science	$26,333 3							$32,000 1	$30,560 5			$11,520 1						
Computer Programming																		
Information Sciences & Systems	$26,500 2	$23,347 3																
Systems Analysis																		

CONTINUED ...

	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Allied Health																		
Health Sciences		$16,640 1																
Nursing																		
Pharmacy																		
Actuarial											$17,500 1							
Architectural & Environmental Design	$26,500 1																	
Biological									$38,000 1									
Chemistry												$31,500 1				$21,000 1		$15,600 1
Geological																		
Mathematics (incl. Statistics)		$26,000 3		$11,440 1					$29,660 5	$20,000 2					$26,000 1			
Physics																		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Nontechnical Curricula	$27,165 2036 $31,000 $23,500	$25,191 767 $29,500 $19,000	$21,970 107 $27,500 $16,000	$23,843 134 $28,000 $19,000	$29,041 43 $35,000 $23,000	$30,600 5	$21,750 6	$23,878 23 $30,000 $16,500	$27,322 386 $32,500 $21,000	$25,093 47 $32,000 $18,000	$24,421 136 $28,000 $20,000	$22,788 110 $26,200 $18,000	$19,024 27 $25,000 $12,584	$20,232 17	$18,061 21 $23,000 $12,000	$21,654 43 $29,700 $14,016	$20,504 52 $27,000 $15,000	$20,511 35 $25,800 $16,500
Technical Curricula	$25,325 8	$24,098 8		$20,980 3				$31,667 3	$30,022 10	$25,833 3	$25,000 3	$22,673 3	$28,568 5		$26,000 1	$33,757 12	$19,400 2	$22,533 3

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES - Continued . . .

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
Bachelor's Degree Curricula	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Accounting			$21,000 2				$25,400 5	$25,853 4	$22,455 40 $26,214 $20,195		$22,000 1	$26,000 1						
Business Administration - incl. Management Science	$20,900 2	$25,077 32 $30,000 $18,600	$25,451 46 $31,800 $21,000	$25,634 16	$22,988 7	$28,806 16	$23,912 107 $30,200 $18,000	$21,540 2	$22,518 8	$22,000 2	$22,341 3	$24,199 9	$20,000 1	$11,440 1				$29,400 10
Distribution Management		$33,636 3		$29,229 7		$29,200 1						$22,500 1						
Economics & Finance (incl. Banking)	$27,500 2	$25,375 12	$23,576 19		$[illegible],522 12	$27,250 2	$24,858 116 $31,000 $18,000	$20,165 3	$22,940 19	$21,700 8	$16,530 2	$22,506 4		$27,000 1				$24,000 1
Hotel / Restaurant Management							$27,767 3											
Human Resources (incl. Labor Relations)		$21,000 1	$24,500 1				$24,646 13					$22,000 1						$23,000 1
Management Information Systems			$28,500 1				$26,567 6		$22,500 1									
Marketing / Marketing Management (incl. Research)	$18,850 10	$23,553 40 $30,500 $18,000	$23,922 124 $28,020 $20,000	$26,250 14	$22,962 35 $29,100 $16,500	$24,100 7	$24,921 457 $30,000 $19,000	$22,000 2	$19,450 2	$25,418 1	$23,500 4							
Real Estate														$18,910 2				
Advertising	$21,800 10	$12,000 1	$21,500 1		$15,000 1	$18,500 1	$23,081 16											
Communications	$23,000 4	$25,628 6	$22,000 3		$21,800 1	$20,000 2	$24,235 44 $30,000 $18,000	$15,600 1	$21,023 1		$24,000 1	$27,167 3						$26,500 1
Journalism	$19,367 6	$21,467 4	$22,750 4	$28,000 1	$24,000 1		$25,669 13		$21,023 1									
Telecommunications / Broadcasting			$21,818 11				$25,806 18		$21,037 1									
Elementary Education							$19,667 3				$10,700 1							
Pre-Elementary Education																		
Physical Education														$16,305 1				
Special Education																		

CONTINUED ...

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand /Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Human Ecology	$22,000 1		$20,600 2				$20,075 4					$21,000 1						
Textiles & Clothing			$21,032 37 $24,000 $18,000		$27,000 1		$22,563 8									$14,560 1		
Merchandising Management		$17,500 1	$23,250 14				$22,000 1	$23,284 1										
Foreign Languages					$31,500 1		$21,420 5		$21,023 1			$16,644 1						
Letters	$27,000 3	$21,650 2	$24,900 5	$15,600 2	$22,000 3		$21,938 8	$25,500 2		$18,200 1	$20,200 1	$22,000 1						
Visual & Performing Arts	$20,000 1	$13,645 1					$14,100 5				$12,000 1							
Humanities-Other		$11,500 1	$22,063 8			$46,000 1	$25,287 15				$30,750 2	$22,000 1						
Criminal Justice							$22,000 1	$19,099 3	$20,900 1	$18,200 1	$23,475 30 $30,000 $18,888	$20,070 2	$20,150 4					
History	$23,000 1	$23,000 5	$18,900 1				$22,727 11				$37,200 1	$23,000 3	$27,000 1					
Political Science / Government		$17,573 3	$24,500 2				$24,555 23 $28,300 $20,000	$18,255 11	$24,000 1	$22,500 2	$21,500 2	$21,333 3	$26,000 1	$12,000 1				
Psychology			$21,200 7	$13,520 1	$23,000 2		$21,929 20 $29,000 $12,000				$19,674 3	$23,367 3						
Sociology			$19,200 1				$21,833 6	$31,200 1			$24,333 3							
Social Sciences-Other	$20,333 3	$20,000 1	$27,375 4	$25,000 1	$37,000 1		$20,270 4	$17,160 2		$20,166 1	$19,000 2	$23,333 3	$17,500 2	$17,614 1			$16,293 3	
Aerospace & Aeronautical Engineering							$33,950 2									$30,205 23 $34,216 $27,332		$31,031 13
Agricultural Engineering																$32,573 6	$30,875 4	$29,500 1
Architectural Engineering																$31,863 38 $36,700 $25,200	$29,800 2	$31,800 1
Bioengineering & Biomedical Engineering															$28,120 5			
Chemical Engineering		$38,500 1		$34,500 1	$37,500 2	$37,020 1	$36,154 9									$35,051 19	$34,714 30 $38,500 $28,836	$37,226 58 $39,000 $34,800
Civil Engineering		$31,000 1			$36,100 1		$28,955 4					$24,000 1		$32,000 1		$28,828 306 $34,300 $24,300	$31,753 75 $37,500 $27,000	$33,368 12
Computer Engineering							$27,250 4									$35,367 3		$34,200 2

FUNCTIONAL AREA

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Electrical Engineering		$34,700 1			$33,430 2		$32,544 19				$31,250 2	$26,833 3				$32,748 114 $37,200 $27,332	$32,875 4	$34,112 191 $37,500 $30,900
Environmental Engineering																	$30,333 3	$33,000 1
Industrial Engineering		$32,400 2	$30,840 1		$34,800 1	$32,100 1	$31,791 27 $33,000 $31,000		$40,000 1						$27,000 1	$30,090 5	$31,740 1	$33,111 167 $36,960 $28,500
Mechanical Engineering		$31,500 2		$31,800 2	$32,750 2		$32,847 40 $37,400 $30,240					$25,667 3			$37,500 1	$33,082 234 $37,800 $27,500	$31,551 14	$34,432 420 $37,800 $30,420
Metallurgical Engineering							$32,034 2									$32,500 4		$33,815 38 $35,700 $32,400
Mining Engineering																$33,300 1	$28,163 5	$32,313 3
Nuclear Engineering												$27,334 1						$32,500 1
Petroleum Engineering																$34,592 2		$37,886 7
Textile Engineering																		
Engineering Technology					$32,150 2		$33,700 5									$25,064 21 $31,200 $18,000	$28,500 4	$30,818 37 $34,000 $25,000
Industrial Technology																$25,892 6		$29,664 12
Agribusiness		$23,000 2	$25,167 3		$25,000 1		$25,464 14		$23,000 1									$31,000 1
Animal Sciences			$27,000 1				$24,057 6					$22,200 1						
Plant Sciences							$15,740 2											
Natural Resources																	$23,000 2	
Other Agricultural Sciences		$23,004 1					$17,333 3											
Computer Science		$28,000 1		$21,500 1	$29,000 1		$19,290 5		$16,800 1			$22,500 2				$35,000 1		
Computer Programming																		
Information Sciences & Systems							$31,500 1											
Systems Analysis																		

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Allied Health																		
Health Sciences							$19,000 1											
Nursing																		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design							$26,500 1									$28,600 2		
Biological		$30,000 1	$20,250 4				$27,073 7		$28,000 1						$21,750 2		$20,700 4	$22,000 1
Chemistry							$30,760 9					$25,860 2					$24,800 4	$24,000 1
Geological												$23,750 3		$24,000 1			$23,375 4	
Mathematics (incl. Statistics)			$22,000 1				$32,375 4			$23,000 1		$21,500 2		$13,650 1				
Physics							$30,250 2									$25,200 1		
Other Physical & Earth Sciences							$38,000 1											
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$21,360 43 $28,000 $15,000	$23,861 113 $32,000 $18,000	$23,513 293 $28,000 $19,200	$25,685 42 $33,000 $18,000	$24,845 65 $30,000 $17,500	$27,260 30 $35,000 $18,000	$24,470 912 $30,000 $18,000	$20,765 32 $26,431 $15,600	$22,420 76 $26,880 $19,500	$21,641 16	$22,789 57 $30,000 $17,000	$23,100 37 $26,000 $18,000	$20,956 9	$17,454 7		$14,560 1	$16,293 3	$28,331 13
Technical Curricula		$29,917 12	$23,634 10	$29,900 4	$33,047 12	$34,560 2	$30,270 168 $35,400 $22,000		$26,950 4	$23,000 1	$31,250 2	$24,860 18		$23,217 3	$27,622 9	$30,784 876 $36,700 $24,912	$31,271 156 $37,500 $25,000	$34,066 967 $37,800 $30,000

FUNCTIONAL AREA CATEGORIES - Continued . . .

	ENGINEERING									HEALTH CARE								
Bachelor's Degree Curricula	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Accounting										$24,000 2					$26,550 1			$23,000 1
Business Administration - incl. Management Science	$28,664 9	–	$32,000 1		$33,000 1				$29,811 9	$29,640 6	$18,700 1			$22,000 1				
Distribution Management																		
Economics & Finance (incl. Banking)	$28,200 1	$30,000 1					$37,500 1	$40,000 1	$29,100 1	$25,000 1								
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)									$24,000 1									
Management Information Systems	$28,727 11		$24,500 2						$30,000 1	$28,000 1								
Marketing / Marketing Management (incl. Research)									$19,000 1	$26,000 2								$22,000 2
Real Estate																		
Advertising																		
Communications										$15,000 1								
Journalism	$19,000 1																	
Telecommunications / Broadcasting																		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																$13,440 1		$23,000 1
Special Education																		$19,650 2

Curriculum - Continued . . .	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Human Ecology										$15,000 1								$23,127 7
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages																		
Letters									$10,000 1									$15,987 2
Visual & Performing Arts									$10,500 2									
Humanities-Other										$13,200 1								$18,500 2
Criminal Justice																		
History																		
Political Science / Government								$27,000 1										
Psychology			$36,333 3									$16,700 1	$12,480 1			$22,090 1		$15,193 6
Sociology										$11,520 1			$14,560 1					$10,000 1
Social Sciences-Other																		$14,500 2
Aerospace & Aeronautical Engineering	$31,191 3	$27,301 2	$30,420 7	$28,500 2	$29,732 7	$29,734 12	$35,520 1	$29,547 9	$30,959 38 $35,700 $26,252									
Agricultural Engineering					$38,100 1	$29,667 3	$33,600 2	$31,503 10	$30,022 9									
Architectural Engineering						$30,333 3		$27,750 2	$27,746 4									
Bioengineering & Biomedical Engineering			$32,000 1						$30,000 1									$28,500 1
Chemical Engineering	$37,475 4	$38,250 2			$36,906 80 $39,000 $35,000	$31,139 5	$37,953 906 $40,440 $36,000	$35,815 95 $39,660 $27,600	$36,519 119 $39,500 $31,500									
Civil Engineering	$34,000 2	$29,052 6	$32,400 1		$35,833 3	$29,846 4	$38,000 1	$30,392 110 $36,100 $24,752	$29,553 171 $36,000 $24,912				$29,200 1					
Computer Engineering	$31,174 42 $35,700 $26,760	$34,800 1	$33,167 35 $35,700 $30,000	$34,524 27 $38,637 $30,000	$29,252 4	$33,967 3		$30,596 13	$33,987 28 $36,200 $31,000								$31,000 2	

Curriculum - Continued	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Electrical Engineering	$33,220 102 $36,000 $30,000	$33,415 157 $37,800 $30,000	$33,159 68 $36,500 $30,000	$33,732 138 $36,500 $30,420	$33,247 86 $39,200 $26,252	$31,205 51 $35,300 $26,252	$35,905 20 $38,500 $32,460	$33,326 217 $37,800 $27,500	$32,926 402 $37,200 $27,332					$44,000 1				
Environmental Engineering					$24,850 2													
Industrial Engineering	$32,500 5	$31,060 2			$32,300 5	$29,126 2	$30,538 4	$32,216 49 $35,000 $28,000	$31,800 85 $34,800 $29,000		$23,832 1			$31,080 1				
Mechanical Engineering	$33,333 12	$33,231 52 $36,000 $28,500	$34,628 4	$33,558 16	$34,010 91 $37,500 $30,000	$32,689 37 $36,000 $27,332	$36,192 80 $39,000 $32,000	$34,812 396 $38,500 $30,000	$33,636 421 $38,400 $28,000			$34,000 1						
Metallurgical Engineering		$50,400 1			$33,846 7		$32,883 15	$33,387 47 $34,800 $32,000	$32,904 29 $35,400 $28,800									
Mining Engineering						$26,667 3		$32,278 24 $34,000 $30,000	$32,545 8									
Nuclear Engineering		$33,700 2			$31,925 4	$33,883 3	$34,800 1		$31,986 7									
Petroleum Engineering					$40,000 1	$30,000 1	$40,947 28 $46,200 $35,100	$39,516 101 $42,600 $36,000	$37,629 38 $42,000 $33,000									
Textile Engineering																		
Engineering Technology	$28,400 3	$30,271 4	$34,500 1	$30,024 4	$35,167 3	$27,812 5	$33,750 2	$29,322 18	$30,837 41 $35,000 $26,000			$19,500 1		$37,500 1				
Industrial Technology	$29,000 1				$33,500 1	$26,700 1		$30,500 2	$29,125 2									
Agribusiness										$21,000 1								
Animal Sciences																		
Plant Sciences																		
Natural Resources											$24,000 1							
Other Agricultural Sciences					$35,000 1	$25,500 1			$27,067 3									
Computer Science	$33,000 38 $36,000 $28,800	$30,913 3	$32,591 76 $37,000 $28,000	$35,394 2	$36,750 6	$20,800 1	$35,400 1	$32,805 4	$32,589 37 $36,200 $29,000			$33,500 1					$27,600 1	$24,000 1
Computer Programming	$30,947 3		$31,200 1															
Information Sciences & Systems	$29,500 1								$32,000 1									
Systems Analysis									$31,000 1	$22,000 1								

Continued . . .

	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Allied Health										$28,500 2		$26,644 27 $32,000 $22,000		$29,190 33 $32,000 $26,000		$31,505 21 $34,100 $30,000	$36,820 2	$30,955 67 $40,000 $22,880
Health Sciences												$21,691 11		$28,000 1		$11,648 1		$22,227 18
Nursing										$32,844 4			$30,787 242 $37,000 $24,000					$33,240 2
Pharmacy															$39,439 56 $44,000 $35,000			
Actuarial																		
Architectural & Environmental Design									$27,933 3									
Biological					$25,000 2	$14,000 1	$21,792 1				$31,500 1	$13,000 2						$19,415 8
Chemistry					$28,427 8	$27,431 9	$30,149 9	$29,600 2	$22,250 2	$18,000 1	$22,500 1							
Geological					$41,400 1			$31,811 9	$32,500 2									
Mathematics (incl. Statistics)	$28,667 3		$34,483 6	$34,000 1	$32,000 1			$26,500 1	$34,092 5	$27,000 1								
Physics				$32,500 1	$33,272 1			$36,100 2	$29,459 7									
Other Physical & Earth Sciences					$35,040 1													
Polymer Sciencer					$34,367 3													
Textile Science																		

BACHELOR'S SUMMARY

	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Nontechnical Curricula	$28,235 22 $30,000 $25,000	$30,000 1	$31,667 6		$33,000 1		$37,500 1	$33,500 2	$26,269 16	$20,994 16	$18,700 1	$18,700 1	$13,520 2	$22,000 1	$26,550 1	$17,765 2		$19,158 26 $24,000 $14,560
Technical Curricula	$32,840 219 $36,500 $28,000	$33,231 232 $37,020 $28,500	$32,905 20 $37,000 $28,860	$33,709 191 $36,720 $30,000	$34,272 327 $38,900 $27,332	$30,692 145 $36,000 $24,500	$37,658 1071 $40,440 $35,000	$34,093 1111 $39,300 $28,000	$32,892 1464 $38,400 $27,000	$26,818 10	$25,458 4	$24,906 43 $32,000 $19,600	$30,781 243 $37,000 $24,000	$29,833 37 $35,000 $26,000	$39,439 56 $44,000 $35,000	$30,602 22 $34,100 $29,500	$32,651 5	$28,334 87 $40,000 $20,000

FUNCTIONAL AREA CATEGORIES - Continued . . .

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS											
Bachelor's Degree Curricula	Administration-Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Accounting	$21,823 1				$28,110 4	$26,250 4	$28,200 1		$24,000 2		$29,423 13		$22,990 21 $26,500 $19,500					
Business Administration - incl. Management Science	$19,500 3	$20,262 2		$19,475 4	$27,222 12	$26,939 17	$30,179 11				$27,651 50 $32,000 $25,000	$22,765 23 $26,500 $18,000	$22,839 346 $28,200 $17,300			$26,050 3		$22,500 5
Distribution Management						$27,500 1							$21,375 4					
Economics & Finance (incl. Banking)	$28,000 1				$27,322 9	$28,941 7	$27,010 10	$32,000 1			$28,426 121 $33,000 $26,000	$24,674 3	$23,655 172 $29,600 $18,900	$19,174 3		$27,000 2	$33,000 2	
Hotel / Restaurant Management													$20,953 114 $23,000 $18,000					
Human Resources (incl. Labor Relations)		$18,000 1									$28,267 3	$25,346 32 $30,000 $20,000	$22,892 12			$14,000 1		$22,000 1
Management Information Systems					$27,835 184 $30,700 $24,000	$29,280 73 $32,700 $25,000	$28,897 74 $32,500 $25,500				$30,357 23 $33,000 $27,600		$25,303 12					
Marketing / Marketing Management (incl. Research)		$15,900 2	$17,080 1		$27,867 3		$20,000 1				$27,200 10	$21,844 9	$22,419 258 $28,000 $18,000	$24,070 1				$26,000 1
Real Estate																		
Advertising													$20,700 5					
Communications	$20,195 1	$16,000 2			$20,000 1		$29,600 1				$18,500 2	$21,500 2	$21,084 44 $24,000 $17,000			$21,023 1		$21,000 1
Journalism					$28,000 1						$26,000 2	$22,000 1	$20,929 20 $24,000 $16,500					$22,000 1
Telecommunications / Broadcasting												$20,000 1	$23,400 5					
Elementary Education	$18,100 1	$13,350 1		$10,000 1														$20,180 265 $26,000 $13,923
Pre-Elementary Education	$10,500 2			$15,496 1							$10,000 1		$18,000 1					$17,339 25 $23,900 $10,000
Physical Education											$17,000 1		$19,000 2					$19,668 23 $24,000 $15,000
Special Education		$17,250 2																$22,795 46 $26,000 $18,500

Curriculum - Continued . . .	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS											
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Acutarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology	$32,500 1	$16,750 2											$20,167 3					$19,725 4
Textiles & Clothing													$21,212 33 $25,000 $16,000				$24,000 1	
Merchandising Management													$19,868 27 $23,500 $16,500					
Foreign Languages					$30,750 2						$22,100 1	$17,000 1	$20,442 6					$20,707 11
Letters	$21,000 1	$10,400 1			$26,200 1		$25,400 2				$21,500 2	$19,267 3	$21,236 18		$17,140 5			$21,905 26 $26,500 $18,400
Visual & Performing Arts	$23,300 2				$13,000 1								$19,377 5					$20,791 26 $25,000 $15,600
Humanities-Other	$15,000 1	$17,125 4		$22,000 1									$22,392 20 $25,500 $20,000		$28,500 2			$19,782 8
Criminal Justice		$20,500 2		$17,760 5									$21,733 3		$18,625 4			
History		$24,000 1	$12,500 1			$17,500 1					$26,833 6		$21,600 13		$22,175 4			$19,907 5
Political Science / Government	$22,000 1	$20,250 4	$26,000 1			$24,450 2					$30,071 7	$26,398 3	$22,428 32 $27,500 $19,000		$21,500 4	$25,000 1		$23,443 1
Psychology	$24,805 4	$16,645 22 $19,500 $13,000		$16,419 13	$17,500 1		$15,500 1				$21,750 2	$24,721 6	$22,865 33 $26,900 $20,000	$16,973 1		$17,580 1		$18,772 10
Sociology	$17,350 4	$16,219 6		$18,521 10	$19,500 2						$22,500 2	$21,000 3	$21,294 17		$23,000 1			$17,600 1
Social Sciences-Other	$19,133 9	$16,988 8	$15,240 1	$17,967 15	$25,000 1		$24,000 1		$25,500 2		$28,844 9	$24,000 1	$21,935 14		$19,900 5			$19,620 11
Aerospace & Aeronautical Engineering					$27,500 1						$20,500 2						$30,000 1	
Agricultural Engineering									$25,000 1		$29,000 1		$23,270 1					
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering						$29,000 1					$33,526 7						$32,667 3	
Civil Engineering					$29,500 1		$30,944 11				$29,448 23 $31,800 $26,400		$30,600 3					
Computer Engineering					$31,219 29 $35,500 $24,000	$32,500 2	$29,717 3				$28,000 2							

Curriculum - Continued . . .	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS											
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering					$30,350 6	$33,000 10	$32,183 10				$29,538 19		$34,062 11				$33,706 5	
Environmental Engineering																		
Industrial Engineering					$31,100 2	$36,000 1	$35,395 4				$30,038 26 $32,000 $28,000		$33,064 16					
Mechanical Engineering					$28,513 3	$31,500 2					$31,539 28 $35,000 $29,000		$35,504 18				$30,526 2	$34,000 1
Metallurgical Engineering									$26,000 1		$34,200 1		$33,596 5					
Mining Engineering											$31,525 4							
Nuclear Engineering													$33,049 2					
Petroleum Engineering							$40,000 1						$20,856 1					
Textile Engineering																		
Engineering Technology					$27,750 4	$34,439 6	$26,980 2				$29,333 3	$28,340 1	$27,650 4					$21,000 2
Industrial Technology							$31,000 1				$27,000 1		$27,633 6					
Agribusiness					$16,500 1				$23,541 28 $28,000 $19,000		$27,800 2		$20,334 12					$20,065 3
Animal Sciences									$19,944 16				$30,667 3					$19,500 1
Plant Sciences									$19,236 11					$21,013 1				$30,000 1
Natural Resources									$17,426 7		$27,540 2							
Other Agricultural Sciences									$24,782 15				$23,455 11					$23,695 2
Computer Science		$10,000 1			$29,678 272 $34,800 $24,000	$31,524 84 $36,000 $26,500	$31,193 154 $36,000 $25,900				$30,304 40 $34,000 $27,500	$21,000 3	$27,835 3	$20,195 1				$22,000 2
Computer Programming					$25,644 23 $29,400 $20,000	$29,000 1	$28,429 4				$32,000 3							
Information Sciences & Systems					$29,181 77 $32,400 $26,880	$28,697 37 $33,000 $22,000	$30,230 39 $33,700 $26,000				$30,338 33 $33,500 $28,000		$27,343 6					
Systems Analysis							$27,625 4				$31,000 1			$24,960 1				

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
Curriculum - Continued	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Allied Health		$14,688 1		$14,500 1														$18,300 1
Health Sciences	$18,750 2			$16,000 4														$21,544 2
Nursing									$25,000 1				$30,000 1					
Pharmacy																		
Actuarial							$24,000 1	$32,414 17			$35,357 7							
Architectural & Environmental Design										$28,290 10		$19,500 1						
Biological						$22,000 1			$15,588 5		$23,800 1	$28,200 2	$20,400 1			$19,750 2	$23,167 3	$18,586 10
Chemistry													$31,770 2			$22,350 2	$28,269 21 $32,400 $22,000	$14,270 4
Geological							$25,200 1		$25,000 1		$22,900 2		$24,000 1				$21,600 1	$43,200 1
Mathematics (incl. Statistics)					$26,281 14	$26,400 3	$29,800 7	$32,125 32 $35,000 $29,328			$30,921 19		$29,000 5	$24,625 25 $30,000 $20,195			$24,000 1	$21,286 17
Physics					$19,000 1								$24,700 2				$25,613 3	$24,000 1
Other Physical & Earth Sciences									$28,000 1									$20,637 4
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Nontechnical Curricula	$20,152 32 $28,000 $15,000	$17,133 60 $21,023 $12,000	$17,685 4	$17,647 50 $22,000 $13,500	$27,271 142 $31,000 $24,000	$28,542 105 $32,500 $23,400	$28,515 102 $32,500 $24,000	$32,000 1	$24,750 4		$28,079 255 $33,000 $24,000	$23,632 88 $30,000 $17,500	$22,145 1240 $28,000 $17,500	$19,713 5	$20,592 25 $23,000 $17,000	$23,307 9	$30,000 3	$20,392 471 $26,000 $14,200
Technical Curricula	$18,750 2	$16,344 2		$15,700 5	$29,299 434 $34,512 $23,040	$30,882 148 $36,000 $24,000	$30,879 242 $36,000 $25,500	$32,225 49 $35,000 $28,600	$21,730 87 $27,500 $15,600	$28,290 10	$30,440 236 $34,200 $27,000	$23,891 7	$29,501 114 $35,600 $21,100	$24,350 38 $30,000 $20,195		$21,050 4	$28,579 40 $35,000 $21,000	$21,223 52 $24,690 $16,900

AVERAGE YEARLY SALARY OFFERS
Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	July 1991	July 1991	September 1990		90th	50th	10th
BUSINESS							
Accounting	239	$31,257	$29,647	5.4%	$37,000	$31,000	$26,000
MBA-Nontechnical undergraduate							
1 year or less experience	362	35,225	36,175	-2.6	48,000	34,000	25,569
1 to 2 years experience	184	44,328	43,310	2.4	55,000	45,000	31,000
2 to 4 years experience	300	48,622	45,683	6.4	60,375	50,000	35,700
Over 4 years experience	407	50,782	45,883	10.7	70,000	51,000	35,000
MBA-Technical undergraduate degree							
1 year or less experience	79	39,402	37,737	4.4	51,480	39,600	30,000
1 to 2 years experience	71	48,762	48,191	1.2	59,500	50,000	35,000
2 to 4 years experience	161	52,801	50,355	4.9	65,000	52,500	42,000
Over 4 years experience	196	53,706	51,452	4.4	70,000	53,000	40,000
MS-Business	39	42,121	34,347	22.6	52,000	41,000	33,000
Economics & Finance	235	41,841	36,812	13.7	52,000	42,000	32,000
Labor/Industrial Relations (incl. Human Resources)	53	38,700	31,487	22.9	48,000	40,800	28,500
Management Information Systems	33	35,820	33,739	6.2	42,500	35,000	31,200
Marketing/Marketing Management (incl. Marketing Research)	141	43,503	35,440	22.8	52,500	45,000	33,600
COMMUNICATIONS							
Advertising	4	33,250	24,000	*	*	*	*
Communications	8	29,320	27,602	*	*	*	*
Journalism	2	21,500	24,500	*	*	*	*
EDUCATION							
Education Administration	16	23,926	25,698	*	*	*	*
Elementary Education	29	24,354	22,893	6.4	28,169	24,000	19,000
Physical Education	7	23,286	27,508	*	*	*	*
Reading Education	1	32,944	22,000	*	*	*	*
Special Education	14	23,764	22,798	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	2	16,650	24,350	*	*	*	*
Letters (incl. Eng, Lit, etc)	7	26,026	22,400	*	*	*	*
Visual & Performing Arts	5	22,845	25,399	*	*	*	*
Humanities-Other	9	32,760	24,333	*	*	*	*
History	+	+	22,500				
Political Science/Government	1	22,145	+	*	*	*	*
Psychology	12	23,209	24,169	*	*	*	*
Sociology	3	24,267	20,500	*	*	*	*
Social Sciences	13	30,853	26,536	*	*	*	*
ENGINEERING							
Aerospace & Aeronautical	15	35,934	36,114	*	*	*	*
Agricultural	3	30,800	37,700	*	*	*	*
Bioengineering & Biomedical	3	31,150	36,500	*	*	*	*
Chemical	68	40,352	37,862	6.6	42,960	40,500	37,500
Civil	112	34,912	32,366	7.9	39,240	34,650	30,300
Computer	18	39,297	35,748	*	*	*	*
Electrical	173	38,658	37,526	3.0	42,900	39,000	33,000
Industrial	32	36,989	35,362	4.6	41,712	38,200	31,200
Mechanical	165	37,856	36,506	3.7	42,000	38,000	33,000
Metallurgical	24	37,917	36,792	3.1	41,000	37,827	33,500
Mining	14	35,007	39,626	*	*	*	*
Nuclear	7	38,691	36,728	*	*	*	*
Petroleum	31	44,097	38,412	14.8	48,000	42,000	40,200
Textile	+	+	33,510				

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	July 1991	July 1991	September 1990		90th	50th	10th
Continued . .							
HEALTH SCIENCES							
Allied Health	**9**	**$28,291**	$25,696	*	*	*	*
Health Sciences	**17**	**25,895**	20,402	*	*	*	*
Nursing	**4**	**55,500**	34,900	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	**7**	**26,671**	22,839	*	*	*	*
Architectural & Environmental Design	**1**	**28,080**	26,905	*	*	*	*
Biological	**5**	**24,012**	27,279	*	*	*	*
Chemistry	**13**	**34,411**	32,320	*	*	*	*
Computer Science	**137**	**37,710**	36,849	2.3 %	$44,000	$38,400	$30,000
Geological (incl. Geophysics)	**34**	**37,134**	33,644	10.4	42,000	37,900	31,164
Mathematics	**18**	**29,206**	30,069	*	*	*	*
Physics	**3**	**27,219**	31,480	*	*	*	*
Polymer	**2**	**34,980**	37,098	*	*	*	*
	3,548						
Doctoral Candidates							
BUSINESS							
Business Administration & Management	+	+	N/A	N/A			
Computer & Information Sciences	**26**	**$58,458**	$54,788	6.7%	$68,000	$60,000	$48,000
Economics & Finance	**2**	**43,000**	44,000	*	*	*	*
EDUCATION							
Education Administration	**11**	**40,597**	44,900	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
English	**3**	**36,667**	30,340	*	*	*	*
Foreign Languages	**2**	**36,870**	+	*	*	*	*
Humanities	+	+	26,000				
Psychology	**9**	**45,078**	34,154	*	*	*	*
Sociology	**1**	**40,000**	32,502	*	*	*	*
Social Sciences	**1**	**30,000**	34,200	*	*	*	*
ENGINEERING							
Aerospace	**3**	**46,027**	48,932	*	*	*	*
Chemical	**75**	**53,114**	50,524	5.1	57,000	54,000	50,000
Civil	**6**	**41,499**	44,481	*	*	*	*
Computer	**5**	**54,400**	50,526	*	*	*	*
Electrical	**29**	**56,164**	53,147	5.7	65,000	57,000	45,750
Industrial	**1**	**54,000**	51,500	*	*	*	*
Mechanical	**12**	**46,196**	49,887	*	*	*	*
Metallurgical	**18**	**48,739**	47,296	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	**4**	**43,638**	38,912	*	*	*	*
Biological	**6**	**31,800**	32,500	*	*	*	*
Chemistry	**66**	**48,608**	45,356	7.2	52,800	48,990	44,000
Geology & Geological Sciences	**10**	**52,184**	38,028	*	*	*	*
Mathematics	**6**	**38,483**	42,775	*	*	*	*
Physics	**5**	**38,860**	41,486	*	*	*	*
Polymer	**6**	**48,417**	46,625	*	*	*	*
	307						

N/A - No historic data available

* Not computed for fewer than 20 offers

1990-91 CPC SALARY SURVEY PARTICIPANTS

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
Brown University
Buffalo State College
Clarkson University
Columbia University
Univ. of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Bus. & Public Admin.
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Eastern Connecticut State Univ.
Fordham Univ. - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
Ithaca College
The King's College
LeMoyne College
Univ. of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
Univ. of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research- Grad. School
Northeastern University
Pace Univ. - New York
Pace Univ. - Westchester
Polytechnic University
Post College
Pratt Institute
Regis College
Rensselaer Polytechnic Univ.
Rhode Island School of Design
Univ. of Rhode Island
Roberts Wesleyan College
Rochester Inst. of Technology
University of Rochester
Univ. of Rochester - W.E. Simon Grad. School of Bus.
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
SUNY - Brockport
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Tufts University
Union College
Vassar College
Wells College
Williams College
Worcester Polytechnic Inst.

MAPA

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California Univ. of Penna.
Capitol College
Carnegie-Mellon Univ.
Catholic Univ. of America
Centenary College
Delaware State College
University of Delaware
Univ. of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington Univ.
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
Univ. of Maryland- College Park
Marymount Univ.- Grad. School
Morgan State University
Neumann College
New Jersey Inst. of Technology
Penn State University
Penn State - Behrend
Penn State - Capitol College
Univ. of Pennsylvania
University of Pittsburgh
Point Park College
Princeton University
Ramapo College of NJ
Rutgers Univ. - Camden - Arts & Science
Rutgers Univ. - Newark
Rutgers Univ. - New Brunswick
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Thomas Jefferson University
Trenton State College
Villinova University
Virginia State University
Virginia Wesleyan Univ.
Washington & Lee Univ.
West Virginia Inst. of Technology
West Virginia University
Widener University
William Paterson College

MCPA

Adrian College
University of A[illegible]ron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve Univ.
Cedarville College
Central Missouri State Univ.
University of Chicago
Univ. of Chicago- Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia University
Davenport College - Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Drake University
Eastern Illinois University
Eastern Michigan Universtiy
Emporia State University
Eureka College
Ferris State University
Grace College
Grand View College
Hanover College
Greenville College
IIT-Illinois Inst. of Technology
Univ. of Illinois-Chicago
Univ. of Illinois - Chemistry & Chemical Engrg.
University of Illinois - Commerce & Business
Univ. of Illinois - Engrg.
Indiana University
Indiana Univ. - Northwest
Indiana Univ. / Purdue Univ. - Indianapolis
Iowa State Univ. - Agri.
Iowa State Univ. - Bus., Science & Humanities
Iowa State Univ. - Design
Iowa State Univ. - Engrg.
Iowa State Univ. - Family & Consumer Science
Iowa State Univ.- Vet. Med.
Univ. of Iowa - Bus / Engrg.
John Carroll University
Judson College
Univ. of Kansas - Arts
Univ. of Kansas - Bus.
Univ. of Kansas - Engrg.
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
Univ. of Michigan - Ann Arbor - Engineering
Univ. of Michigan- Dearborn
Univ. of Minnesota- Agri.
Univ. of Minnesota-Carlson Sch. of Mgmt.
Univ. of Minnesota-Lib. Arts
Minot State University
Univ.of Missouri - Columbia - Engineering
Univ. of Missouri - Rolla
Univ. of Missouri - St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
Univ. of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern Univ.- Kellogg Grad. Sch. of Business
Northwest Missouri State Univ.
University of Notre Dame
Ohio Northern University
Ohio State Univ. - Agri.
Ohio State Univ. - Arts & Sci.
Ohio State Univ. - Bus.
Ohio State Univ. - Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State Univ.
Southern Illinois Univ. - Carbondale
Southern Illinois Univ. - Edwardsville
Southwest Missouri State Univ.
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
Teikyo Westmar University
University of Toledo
Tri-State University
Viterbo College
Walsh College of Acct. & Bus.
Wartburg College
Washington Univ. - Bus.
Washington Univ. - Engrg.
Wayne State University
Wichita State University
Univ. of Wisconsin - Eau Claire
Univ. of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
Univ. of Wisconsin - Platteville
Univ. Wisconsin - River Falls
Univ. of Wisconsin - Stout
College of Wooster
Wright State University
Youngstown State Univ.

RMCPA

American Grad School of International Mgmt. - Thunderbird
University of Arizona
Brigham Young Univ.
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Kearney State College
Montana State University
University of Montana
Univ. of Nebraska - Lincoln
Univ. of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona Univ.
Univ. of North. Colorado
Sioux Falls College
South Dakota School of Mines
Univ of South Dakota -Bus.
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M Univ.
University of Alabama
Univ. of Alabama - Engrg
Univ. of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke Univ. - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State Univ.
Elon College
Emory Univ. - Business
Florida Atlantic Univ.
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern University
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville-Engrg.
Mars Hill College
Mary Washington College
Memphis State University
Mercer University - Atlanta
Middle Tennessee State Univ.
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central Univ.
North Carolina State University -Textiles
University of North Carolina -Chapel Hill
University of North Carolina-Greensboro
Northeast Louisiana Univ.
Northern Kentucky Univ.
Univ. of North Florida
Oglethorpe University
Old Dominion Univ.
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
St. Augustine's College
Samford University
University of South Alabama
University of South Carolina
University of South Carolina - Aiken
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
Univ. of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
Univ. of Tennessee - Chattanooga
Univ. of Tennessee - Knoxville
Troy State Univ. at Dothan
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Mgmt.
Virginia Tech & State Univ.
University of Virginia
Wake Forest University
Wake Forest Univ.-Babcock Grad. School of Mgmt.
Western Carolina Univ.
Western Kentucky Univ.
College of William & Mary
Winthrop College
Wofford College
Xavier Univ. of Louisiana

SWPA

Arkansas College
Univ. of Arkansas-Fayetteville
Baylor University
Corpus Christi State University
East Texas State University
Hendrix College
University of Houston
Univ.of Houston - Clear Lake
Lamar University
Langston University
Louisiana Tech University
Midwestern State University
University of North Texas
Oklahoma State University
Oklahoma State Univ. - Engrg.
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State Univ.
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
Univ. of Texas-Austin - Engrg.
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State Univ.- Fresno
California State Univ.-Hayward
California State Univ.- Long Beach
California State University- Los Angeles
California State University- Sacramento
Univ. of California - Irvine - Graduate School of Mgmt.
Univ. of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
Monterey Institute of International Studies
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Point Loma Nazarene College
Portland State University
University of Redlands
Ringling School of Art & Design
San Diego State University
University of San Francisco
San Franicisco State University
San Jose State University
Santa Clara University
Univ. of Southern California
Univ. of Southern California- Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

A 3940-2-U

A study of 1990-1991 beginning offers

CPC Salary Survey

September 1991

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

The recession created a dreary employment picture for 1990-91 college graduates, with several studies throughout the year confirming that employers were cutting back on on-campus recruitment activity. The September 1991 ***Salary Survey*** shows that offers made to 75 percent of the reported curriculum areas were higher than last year's final figures—but not by much. Employers were conservative with their dollars, keeping pace with inflation, but few nudged their offers higher.

Typical of the flat starting salary offer landscape were offers to business graduates. These graduates received 72 percent of their offers from the slow-to-recover service sector, and offers were only slightly higher than those of last year. Accounting graduates, who usually post 4 to 5 percent increases in offers each year, received an average offer of $26,642—just 1 percent higher than last year's average offer. Business administration graduates fared only slightly better, with a 2.1 percent increase over the September 1990 figure for an average of $24,019. At $25,819, the average offer to economics and finance graduates represented a 2.5 percent increase. Human resources graduates garnered the highest offer increase in the business disciplines; with an average offer of $23,812, these graduates posted a 3.1 percent increase.

Humanities and social sciences graduates were hardest hit by the recession. Half of these graduates received starting salary offers lower than last year, and foreign language graduates experienced the sharpest drop in starting salary offers—off 8.8 percent for an average of $21,526.

Flying in the face of the recession, however, were offers to most types of engineering graduates, with many of the engineering disciplines posting significant increases. The petroleum industry played a major role in keeping these graduates in demand, as it recruited at the same pace as last year. Starting salary offers to petroleum engineering graduates jumped 10.5 percent from September 1990 to $38,882, and chemical engineering graduates saw their average offer rise 6.7 percent to $37,492. Mechanical and electrical engineering graduates also fared well. Mechanical engineers received an increase of 6 percent in their average starting salary offer, now $33,999, and offers to electrical engineers rose 4.4 percent to $33,190. Civil engineering graduates also posted respectable gains, with an average offer of $29,658, up 5.4 percent over last year's figure.

Aerospace engineers, however, were not among the fortunate engineering graduates this year. While commercial aerospace is booming, there are not enough organizations on the commercial side to absorb graduates who once would have signed on with defense-related employers. That downturn in the defense side of the aerospace industry kept offers few and far between. Those aerospace engineering graduates who did receive job offers this year saw a less than 1 percent increase in the average offer, $30,667. Recent events in the Soviet Union have given the military-industrial complex the chance to say "We told you so," but it's a long shot that defense contractors will regain enough lost ground to turn the situation around for aerospace engineers in the pipeline. The trend is decidedly toward leaner work forces.

At a time when most employers cut back on their work forces, the health-care industry faced a labor shortage. This greatly benefited current graduates in allied health by boosting their salary offers 7.3 percent to an average of $29,443. Nursing graduates also received higher starting salary offers. Their average offer rose 4.7 percent to $29,596.

At the master's-degree level, M.B.A. activity was mixed. Inexperienced M.B.A.s with nontechnical undergraduate degrees saw their average offer drop 2.6 percent to $35,241. Their technical counterparts, however, received offers that were 2.2 percent higher than those posted last September for an average of $38,582. Plus, those M.B.A.s with more than 4 years of experience received significant increases in the average starting salary offers compared with last year. The average offer to those with nontechnical undergraduate degrees was $50,412, a 9.9 percent increase over last year's figure, while the average starting salary offer to those with technical undergraduate degrees increased 5.4 percent to $54,219.

Economists contend that the recession is over, but the aftershocks are still evident in continued layoffs—which is hardly good news for those graduates who left college without permanent employment. What to watch: Chemical production, a leading indicator for the whole economy, has been up for the past four months. If that indicator's trend holds, we could see employers returning to the campus with opportunities and offers.

The September 1991 ***CPC Salary Survey*** contains information received during the period of September 1, 1990, to August 8, 1991. Its data are compiled from offers extended to students graduating between September 1, 1990, and August 31, 1991. Participating in the ***Salary Survey*** are 450 career services offices at colleges and universities across the United States. The report is available to CPC members and ***Salary Survey*** subscribers, who may order additional copies at $4 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

The study compiles reports from 450 career planning and placement offices of colleges and universities across the United States. Typically, 98 percent of these offices submit reports for each issue. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by nonprofit and educational institutions. The figures reported are for base salaries only, and do not include bonuses, fringe benefits, or overtime rates. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

Reports are issued each January, March, July, and September. The number of offers reported in each report is cumulative from the previous September.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students, and consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	September 1991	September 1991	September 1990		90th	50th	10th
BUSINESS							
Accounting	**3,608**	**$26,642**	$26,391	1.0%	$30,300	$27,000	$22,000
Business Administration (incl. Management Science)	**1,538**	**24,019**	23,529	2.1	30,500	24,000	18,000
Distribution Management	**28**	**27,081**	25,079	8.0	33,800	26,850	21,023
Economics & Finance (incl. Banking)	**1,720**	**25,819**	25,184	2.5	31,964	26,000	20,000
Hotel/Restaurant Management	**149**	**21,220**	20,752	2.3	24,000	21,320	18,000
Human Resources (incl. Labor Relations)	**124**	**23,812**	23,101	3.1	30,000	24,000	18,030
Management Information Systems	**419**	**28,237**	27,428	2.9	32,496	28,500	24,000
Marketing/Marketing Management (incl. Research)	**1,473**	**23,713**	23,543	0.7	29,000	24,000	18,000
Real Estate	**12**	**21,693**	24,509	*	*	*	*
COMMUNICATIONS							
Advertising	**89**	**21,490**	20,742	3.6	27,500	21,000	15,000
Communications	**309**	**21,852**	21,002	4.0	28,000	22,000	15,000
Journalism	**147**	**19,821**	19,488	1.7	27,000	20,000	13,000
Telecommunications/Broadcasting	**71**	**22,321**	20,413	9.3	28,000	22,000	16,000
EDUCATION							
Elementary Education	**511**	**19,439**	18,974	2.4	25,200	20,000	12,996
Pre-Elementary Education	**41**	**16,724**	17,507	-4.5	22,300	16,500	10,000
Physical Education	**46**	**20,137**	19,904	1.2	24,000	20,050	15,000
Special Education	**91**	**21,536**	20,433	5.4	25,500	22,000	17,000
HOME ECONOMICS							
Human Ecology	**32**	**20,628**	19,383	6.4	24,500	21,000	15,300
Textiles & Clothing	**115**	**20,940**	20,662	1.3	25,000	21,000	16,000
Merchandising Management	**49**	**20,967**	19,496	7.5	25,000	21,000	17,000
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	**69**	**21,526**	23,607	-8.8	28,000	21,000	15,850
Letters	**208**	**21,937**	21,566	1.7	28,000	21,573	16,000
Visual & Performing Arts	**105**	**19,913**	20,588	-3.3	25,200	19,600	13,645
Humanities-Other	**119**	**23,567**	23,213	1.5	32,000	22,000	15,000
Criminal Justice	**78**	**22,280**	20,745	7.4	30,000	20,694	15,996
History	**116**	**23,441**	22,715	3.2	30,000	23,000	16,000
Political Science/Government	**218**	**23,252**	23,677	-1.8	30,000	22,500	17,900
Psychology	**232**	**20,541**	20,688	-0.7	28,500	20,000	13,300
Sociology	**94**	**20,431**	20,134	1.5	27,000	20,000	14,400
Social Sciences-Other	**177**	**21,375**	21,627	-1.2	30,000	20,400	15,000
ENGINEERING							
Aerospace & Aeronautical	**168**	**30,667**	30,509	0.5	36,000	30,285	26,252
Agricultural	**45**	**30,249**	30,127	0.4	36,000	30,000	23,270
Architectural	**67**	**30,396**	28,916	5.1	36,000	29,700	25,000
Bioengineering & Biomedical	**11**	**30,391**	30,052	*	*	*	*
Chemical	**1,655**	**37,492**	35,122	6.7	40,320	38,000	35,000
Civil	**1,086**	**29,650**	28,136	5.4	36,000	29,100	24,752

N/A - No historic data available
* Not computed for fewer than 20

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	September 1991	September 1991	September 1990		90th	50th	10th
Continued . . .							
Computer	243	**$32,280**	$31,490	2.5 %	$36,300	$33,000	$26,252
Electrical	2,141	**33,190**	31,778	4.4	37,500	33,600	28,000
Environmental	11	**27,317**	30,019	*	*	*	*
Industrial	545	**32,131**	30,525	5.3	35,400	32,600	28,000
Mechanical	2,431	**33,999**	32,064	6.0	38,300	34,100	29,000
Metallurgical	177	**33,314**	32,235	3.3	35,520	33,600	30,600
Mining	77	**31,738**	29,383	8.0	35,400	32,500	26,400
Nuclear	33	**32,175**	31,750	1.3	35,380	33,000	27,334
Petroleum	198	**38,882**	35,202	10.5	42,500	39,950	33,000
Textile	+	+	33,219				
Engineering Technology	354	**30,098**	29,318	2.7	36,000	30,000	22,800
Industrial Technology	76	**28,403**	29,235	-2.8	34,500	28,996	22,000
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	110	**23,552**	21,834	7.9	28,500	24,000	18,000
Animal Sciences	38	**21,851**	19,719	10.8	28,000	21,500	15,000
Plant Sciences	24	**21,459**	21,176	1.3	26,000	20,000	15,600
Natural Resources	20	**21,342**	19,058	12.0	27,000	20,000	16,800
Other Agricultural Sciences	55	**23,694**	24,411	-2.9	30,000	24,000	17,500
COMPUTER SCIENCES							
Computer Science	1,093	**30,696**	29,804	3.0	36,000	31,000	25,000
Computer Programming	41	**27,111**	28,223	-3.9	31,500	28,500	21,000
Information Sciences & Systems	222	**29,218**	28,631	2.0	33,400	29,379	24,000
Systems Analysis	17	**27,521**	30,556	*	*	*	*
HEALTH SCIENCES							
Allied Health	177	**29,443**	27,436	7.3	35,000	30,000	22,000
Health Sciences[1]	50	**21,861**	20,827	5.0	29,640	22,750	14,500
Nursing	392	**29,596**	28,270	4.7	35,360	30,000	24,000
Pharmacy[2]	124	**39,533**	36,728	7.6	45,000	40,130	31,000
SCIENCES							
Actuarial	36	**31,392**	28,267	11.1	36,900	32,020	25,950
Architectural & Environmental Design	29	**26,017**	25,125	3.6	30,000	25,000	21,000
Biological	90	**21,917**	21,800	0.5	30,500	21,000	14,000
Chemistry	104	**26,836**	27,494	-2.4	34,000	27,875	19,000
Geological	33	**28,463**	23,463	21.3	36,000	29,200	20,000
Mathematics (incl. Statistics)	249	**27,370**	27,032	1.3	34,700	28,000	19,600
Physics	50	**29,227**	28,022	4.3	36,100	30,000	21,000
Other Physical and Earth Sciences	16	**24,140**	21,044	*	*	*	*
Polymer Science	3	**34,367**	32,066	*	*	*	*
Textile Science	+	+	26,979				
	24,279						

N/A - No historic data available

* Not computed for fewer than 20 offers.

+ No offers reported

[1] Many Health Science categories are now included in Allied Health

[2] Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990		Percentiles	
	September 1991	September 1991	September 1990		90th	50th	10th
FINANCE							
Accounting (Public)	2,697	**$27,246**	$26,824	1.6%	$31,000	$27,500	$23,500
Accounting (Private)	1,001	**25,049**	25,273	-0.9	29,500	26,000	18,500
Commercial Banking (Consumer)	165	**22,408**	21,915	2.3	28,000	23,000	16,000
Commercial Banking (Lending)	202	**23,638**	24,171	-2.2	28,000	24,000	16,645
Investment Banking (Corporate Finance)	68	**29,245**	29,065	0.6	35,000	29,750	23,000
Investment Banking (Mergers & Acquisitions)	8	**28,493**	26,534	*	*	*	*
Investment Banking (Real Estate)	12	**22,428**	25,358	*	*	*	*
Investment Banking (Sales & Trading)	46	**24,270**	23,226	4.5	32,000	24,000	16,800
Financial/Treasury Analysis	544	**27,184**	26,692	1.8	32,000	27,500	20,500
Portfolio Management/Brokerage	65	**24,872**	23,430	6.2	32,000	24,000	18,000
Insurance (Underwriting)	200	**24,681**	24,012	2.8	28,500	24,830	20,000
Insurance (Claims)	179	**23,149**	22,456	3.1	26,280	23,500	18,000
COMMUNICATIONS							
Design/Graphic Arts	54	**21,100**	20,370	3.6	30,800	19,100	13,500
Media Planning	30	**21,065**	19,795	6.4	29,000	20,000	15,000
Reporting	32	**17,540**	16,517	6.2	23,000	15,340	12,000
Production	98	**26,403**	25,338	4.2	35,400	27,500	15,000
Public Relations	86	**20,912**	20,322	2.9	28,900	19,750	15,000
Writing/Editing	63	**20,711**	19,972	3.7	27,600	19,000	15,000
MARKETING							
Advertising	66	**20,815**	21,927	-5.1	28,000	20,000	15,000
Brand/Product Management	181	**24,918**	25,442	-2.1	32,400	23,750	18,000
Buyer/Merchandising	379	**23,542**	23,021	2.3	28,000	23,500	19,000
Distribution	72	**25,157**	26,152	-3.8	33,000	25,000	18,000
Market Research	106	**24,769**	25,128	-1.4	33,000	25,000	18,000
Purchasing	62	**27,736**	24,204	14.6	34,000	27,800	21,000
Sales	1,570	**25,205**	24,719	2.0	32,000	25,000	18,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	46	**21,632**	21,236	1.9	27,000	21,312	15,600
Finance, Taxation, Monetary Policy	115	**23,036**	23,017	0.1	27,000	22,429	19,500
Economic Programs	29	**21,751**	24,373	-10.8	26,000	21,000	18,200
Law Enforcement	81	**23,325**	24,037	-3.0	30,040	21,000	18,000
Military	82	**24,240**	22,375	8.3	29,000	24,000	20,000
National Security	13	**21,877**	24,459	*	*	*	*
Urban/Regional Planning	29	**23,655**	23,546	0.5	31,800	25,000	13,650
ENGINEERING							
Bioengineering	27	**35,064**	33,193	5.6	40,692	37,992	26,000
Design/Construct	1,239	**31,005**	30,096	3.0	37,200	31,200	24,912
Environmental/Sanitation	217	**30,725**	29,334	4.7	37,500	30,600	24,000
Manufacturing/Industrial	1,226	**33,731**	31,948	5.6	37,600	34,000	29,500
Systems/Programming	323	**32,363**	31,078	4.1	36,500	32,700	27,840
Power Systems	304	**33,228**	31,720	4.8	36,660	33,500	28,500
Software Design & Development	301	**32,687**	31,802	2.8	37,000	33,009	27,996
Hardware Design & Development	255	**34,133**	32,303	5.7	38,000	34,196	30,420
Research & Development	406	**34,319**	32,283	6.3	39,000	35,000	27,332
Testing	202	**30,889**	30,205	2.3	36,000	31,889	24,900
Process Engineering	1,259	**37,659**	35,045	7.5	40,440	38,000	35,000
Project Engineering	1,378	**33,960**	32,130	5.7	39,000	34,152	28,000
Other Engineering	1,982	**32,851**	31,333	4.8	38,400	33,500	27,000
HEALTH CARE							
Administrative	36	**23,673**	22,109	7.1	35,000	22,088	15,600
Industrial Hygiene	10	**29,053**	28,826	*	*	*	*
Medical Technology	56	**24,888**	23,950	3.9	32,000	25,000	18,700
Nursing / Personal Care	386	**29,486**	28,200	4.6	35,100	30,000	24,000

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

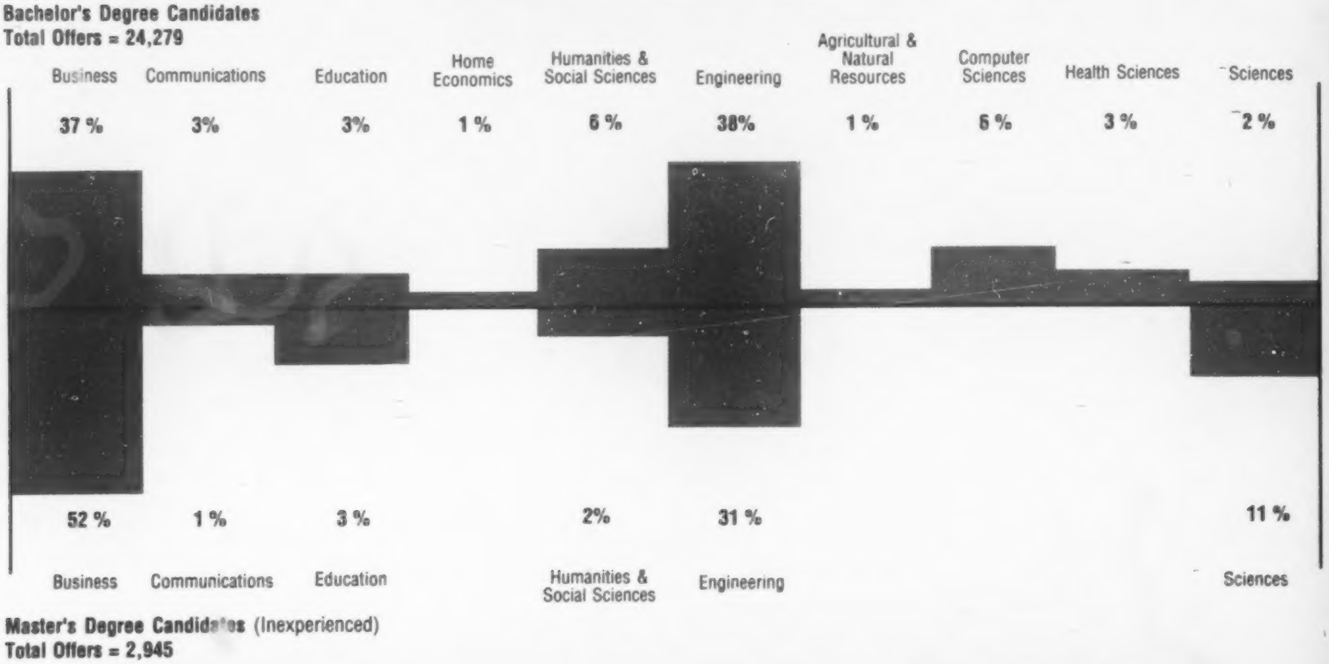
AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	September 1991	September 1991	September 1990		90th	50th	10th
Continued . . .							
Occupational Therapy	39	**$29,291**	$25,644	14.2%	$35,000	$29,000	$26,000
Pharmacist	125	**39,389**	37,466	5.1	45,000	40,000	30,000
Physical Therapy	35	**29,990**	29,309	2.3	35,000	31,000	29,000
Respiratory Therapy	5	**32,651**	25,030	*	*	*	*
Other Health Related	137	**25,753**	21,842	17.9	35,300	25,000	15,000
SOCIAL SERVICES							
Administration	45	**20,452**	19,827	3.2	28,000	19,218	15,000
Counseling	100	**17,382**	16,658	4.3	22,000	17,000	12,480
Fundraising/Development	11	**19,840**	16,930	*	*	*	*
Social Work	80	**17,455**	17,313	0.8	21,000	17,400	13,440
COMPUTER SCIENCE							
Computer Programming	784	**28,762**	28,589	0.6	34,200	28,996	23,000
Information Systems	356	**29,740**	28,262	5.2	35,000	30,000	23,500
Computer Systems Analyst	488	**30,442**	29,539	3.1	35,700	30,000	25,000
OTHER FUNCTIONAL AREAS							
Actuarial	70	**31,759**	30,222	5.1	35,040	32,000	28,000
Agricultural/Natural Resources	125	**21,518**	20,122	6.9	27,500	21,500	15,840
Architecture	19	**25,879**	21,993	*	*	*	*
Consulting	623	**29,007**	28,679	1.1	34,000	29,000	25,000
Human Resources/Industrial Relations	131	**23,531**	23,233	1.3	30,000	23,000	18,000
Management Trainee	1,961	**22,726**	22,269	2.1	29,500	22,000	18,000
Mathematician/Statistician	60	**24,606**	25,451	-3.3	31,200	24,400	20,195
Paralegal	48	**21,251**	20,908	1.6	25,000	20,200	16,500
Research (Nontechnical)	25	**22,326**	22,480	-0.7	30,000	21,000	15,000
Research (Technical)	67	**27,274**	27,896	-2.2	34,800	27,332	21,000
Teaching	955	**20,027**	19,353	3.5	25,000	20,200	14,000
	24,279						

PROPORTION OF OFFERS BY CURRICULAR AREA



AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men -			- Women -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	September 1991	September 1991	September 1990	September 1991	September 1991	September 1990
Business						
Accounting	1,793	$26,971	$26,510	1,815	$26,318	$26,282
Business Administration (incl. Management Science)	863	24,547	23,885	675	23,344	23,080
Distribution Management	22	26,583	24,419	6	28,905	26,295
Economics & Finance (incl. Banking)	1,098	26,082	25,234	622	25,354	25,088
Hotel/Restaurant Management	70	21,552	20,892	79	20,927	20,631
Human Resources (incl. Labor Relations)	48	24,248	25,170	76	23,538	21,639
Management Information Systems	240	28,538	27,617	179	27,833	27,166
Marketing/Marketing Management (incl. Research)	721	24,020	23,906	752	23,418	23,141
Real Estate	9	22,647	25,543	3	18,833	22,211
Communications						
Advertising	30	22,526	22,408	59	20,963	19,520
Communications	132	22,573	21,797	177	21,314	20,411
Journalism	37	19,539	17,459	110	19,916	20,291
Telecommunications/Broadcasting	48	22,904	20,859	23	21,104	20,025
Education						
Elementary Education	60	21,546	20,365	451	19,158	18,734
Pre-Elementary Education	+	*	N/A	41	16,724	17,507
Physical Education	31	20,485	20,389	15	19,417	19,088
Special Education	10	23,035	21,250	81	21,351	20,320
Home Economics						
Human Ecology	4	22,775	N/A	28	20,321	19,383
Textiles & Clothing	8	24,438	22,783	107	20,679	20,537
Merchandising Management	2	19,330	21,066	47	21,037	19,330
Humanities & Social Sciences						
Foreign Languages	24	23,176	25,540	45	20,646	21,774
Letters	67	24,126	23,028	141	20,897	20,801
Visual & Performing Arts	48	20,360	22,783	57	19,537	19,346
Humanities-Other	51	25,744	23,311	68	21,934	23,104
Criminal Justice	49	23,605	21,930	29	20,040	18,714
History	69	23,882	23,364	47	22,794	21,228
Political Science/Government	124	24,163	24,327	94	22,051	22,603
Psychology	88	21,956	21,990	144	19,677	20,033
Sociology	38	21,311	21,611	56	19,834	19,035
Social Sciences-Other	62	22,920	23,820	115	20,541	19,940
Engineering						
Aerospace & Aeronautical	136	30,686	30,446	32	30,587	30,883
Agricultural	41	30,686	29,786	4	25,767	31,618
Architectural	51	30,694	28,860	16	29,444	29,235
Bioengineering & Biomedical	7	31,971	29,154	4	27,625	30,822
Chemical	1,075	37,490	35,169	580	37,496	35,013
Civil	851	29,557	28,061	235	30,026	28,504

N/A - No historic data available
* Not computed for fewer than 20 offers.
+ - No offers reported

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men -			- Women -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	September 1991	September 1991	September 1990	September 1991	September 1991	September 1990
Continued . . .						
Computer	189	$32,080	$31,527	54	$32,978	$31,303
Electrical	1,777	33,169	31,732	364	33,297	32,009
Environmental Engineering	4	27,749	31,030	7	27,070	24,960
Industrial	368	31,797	30,159	177	32,825	31,169
Mechanical	1,998	33,893	31,998	433	34,488	32,398
Metallurgical	148	33,305	32,239	29	33,359	32,221
Mining	69	32,034	29,777	8	29,188	24,000
Nuclear	23	32,111	31,649	10	32,323	31,167
Petroleum	168	38,753	35,087	30	39,605	35,844
Textile	+	+	33,938	+	+	32,500
Engineering Technology	309	30,112	29,311	45	30,000	29,412
Industrial Technology	63	27,745	29,584	13	31,592	21,500
Agriculture & Natural Resources						
Agribusiness	86	23,717	21,326	24	22,959	23,928
Animal Sciences	20	23,862	20,124	18	19,617	18,409
Plant Sciences	16	22,053	21,186	8	20,273	21,132
Natural Resources	16	20,465	18,889	4	24,851	19,903
Other Agricultural Sciences	42	24,105	24,443	13	22,365	24,292
Computer Sciences						
Computer Science	801	30,558	29,915	292	31,074	29,439
Computer Programming	27	27,587	28,139	14	26,195	28,417
Information Sciences & Systems	125	28,888	28,466	97	29,642	28,847
Systems Analysis	10	29,386	29,443	7	24,856	31,808
Health Sciences						
Allied Health	31	28,357	31,826	146	29,674	26,937
Health Sciences	7	23,929	20,589	43	21,525	20,878
Nursing	26	30,128	27,915	366	29,559	28,303
Pharmacy	57	39,500	38,626	67	39,561	35,425
Sciences						
Actuarial	22	32,995	28,292	14	28,874	28,212
Architectural & Environmental Design	20	27,180	25,489	9	23,433	22,919
Biological	43	22,944	22,670	47	20,978	20,992
Chemistry	54	27,918	27,134	50	25,667	28,111
Geological	20	27,798	25,123	13	29,486	17,098
Mathematics (incl. Statistics)	103	28,236	26,942	146	26,759	27,112
Physics	43	29,029	28,609	7	30,446	31,789
Other Physical & Earth Sciences	9	28,110	22,036	7	19,036	20,051
Polymer Science	2	35,250	32,066	1	32,600	N/A
Textile Science	+	+	27,057	+	+	26,670
	14,703			9,576		

N/A - No historic data available
* Not computed for fewer than 20 offers.
+ - No offers reported

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN -			- WOMEN -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	September 1991	September 1991	September 1990	September 1991	September 1991	September 1990
FINANCE						
Accounting (Public)	1,379	**$27,475**	$26,820	1,318	**$27,007**	$26,828
Accounting (Private)	457	**25,463**	25,721	544	**24,685**	24,836
Commercial Banking (Consumer)	78	**23,506**	22,301	87	**21,424**	21,597
Commercial Banking (Lending)	123	**23,854**	23,984	79	**23,301**	24,487
Investment Banking (Corporate Finance)	43	**29,237**	29,467	25	**29,257**	28,307
Investment Banking (Mergers & Acquisitions)	5	**30,800**	27,573	3	**24,647**	25,105
Investment Banking (Real Estate)	4	**19,250**	25,438	8	**24,018**	25,301
Investment Banking (Sales & Trading)	27	**26,278**	24,662	19	**21,417**	21,216
Financial/Treasury Analysis	336	**27,769**	26,923	208	**26,240**	26,305
Portfolio Management/Brokerage	46	**25,965**	23,790	19	**22,224**	22,914
Insurance (Underwriting)	128	**25,188**	24,334	72	**23,781**	23,540
Insurance (Claims)	86	**24,034**	22,576	93	**22,331**	22,334
COMMUNICATIONS						
Design/Graphic Arts	26	**22,832**	22,868	28	**19,492**	18,808
Media Planning	10	**23,250**	19,882	20	**19,973**	19,713
Reporting	18	**18,209**	16,834	14	**16,680**	16,201
Production	63	**27,693**	25,782	35	**24,080**	24,295
Public Relations	31	**21,347**	21,870	55	**20,666**	19,453
Writing/Editing	16	**22,299**	22,015	47	**20,171**	19,081
MARKETING						
Advertising	31	**21,816**	24,799	35	**19,929**	19,737
Brand/Product Management	98	**26,242**	26,235	83	**23,354**	24,526
Buyer/Merchandising	144	**24,762**	24,031	235	**22,795**	22,467
Distribution	47	**25,169**	26,062	25	**25,135**	26,294
Market Research	45	**25,620**	25,677	61	**24,141**	24,440
Purchasing	27	**27,651**	24,357	35	**27,802**	24,072
Sales	1,007	**25,557**	25,208	563	**24,576**	23,879
PUBLIC ADMINISTRATION						
Executive, Legislative, & General	16	**23,713**	21,839	32	**20,591**	20,550
Finance, Taxation, Monetary Policy	44	**23,282**	23,161	71	**22,884**	22,935
Economic Programs	15	**20,723**	23,445	14	**22,852**	25,445
Law Enforcement	59	**24,332**	24,543	22	**20,625**	22,424
Military	69	**24,379**	22,488	13	**23,503**	21,489
National Security	4	**23,000**	26,011	9	**21,378**	22,686
Urban/Regional Planning	23	**24,555**	23,561	6	**20,206**	23,481
ENGINEERING						
Bioengineering	21	**37,677**	33,690	6	**25,917**	29,594
Design/Construct	1,023	**31,070**	30,094	216	**30,702**	30,111
Environmental/Sanitation	144	**30,375**	29,292	73	**31,414**	29,510
Manufacturing/Industrial	924	**33,568**	31,838	302	**34,228**	32,327
Systems/Programming	258	**32,578**	31,020	65	**31,511**	31,309
Power Systems	263	**33,245**	31,732	41	**33,120**	31,656
Software Design & Development	239	**32,796**	31,706	62	**32,268**	32,229
Hardware Design & Development	212	**34,021**	32,295	43	**34,683**	32,337
Research & Development	282	**33,986**	32,088	124	**35,076**	32,905
Testing	164	**31,013**	30,210	38	**30,355**	30,182
Process Engineering	865	**37,607**	35,076	394	**37,773**	34,959
Project Engineering	1,106	**33,867**	31,977	272	**34,340**	32,804
Other Engineering	1,570	**32,817**	31,283	412	**32,980**	31,533
HEALTH CARE						
Administrative	8	**24,440**	22,625	28	**23,454**	21,808
Industrial Hygiene	5	**32,766**	29,067	5	**25,340**	26,300
Medical Technology	16	**27,700**	25,834	40	**23,763**	23,617
Nursing / Personal Care	25	**30,301**	28,796	361	**29,430**	28,151

N/A - No historic data
* Not computed for fewer than 20

Continued . . .

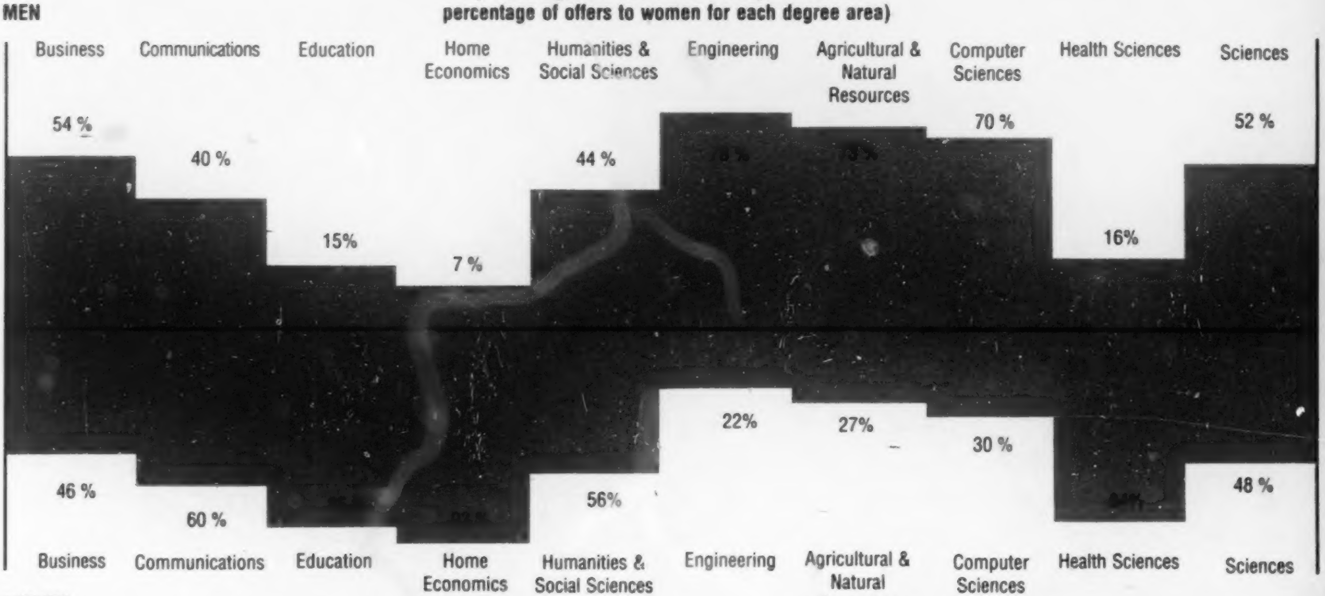
AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN -			- WOMEN -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	September 1991	September 1991	September 1990	September 1991	September 1991	September 1990
Continued . . .						
Occupational Therapy	4	**$36,020**	$21,388	35	**$28,522**	$26,354
Pharmacist	57	**39,500**	39,682	68	**39,296**	35,916
Physical Therapy	3	**31,667**	31,250	32	**29,832**	28,921
Respiratory Therapy	1	**34,000**	24,126	4	**32,314**	29,100
Other Health Related	27	**26,460**	20,981	110	**25,579**	22,214
SOCIAL SERVICES						
Administration	13	**21,671**	23,592	32	**19,957**	17,568
Counseling	21	**17,827**	18,942	79	**17,264**	15,794
Fundraising/Development	2	**20,000**	17,375	9	**19,804**	16,556
Social Work	18	**18,186**	16,055	62	**17,243**	17,508
COMPUTER SCIENCE						
Computer Programming	527	**28,698**	28,671	257	**28,894**	28,423
Information Systems	208	**30,022**	28,542	148	**29,345**	27,810
Systems Analysis & Design	315	**30,569**	29,664	173	**30,212**	29,262
OTHER FUNCTIONAL AREAS						
Actuarial	39	**32,885**	30,764	31	**30,342**	29,551
Agricultural/Natural Resources	93	**21,935**	20,275	32	**20,305**	19,322
Architecture	13	**27,485**	22,358	6	**22,400**	20,233
Consulting	399	**29,324**	28,792	224	**28,443**	28,456
Human Resources/Industrial Relations	45	**23,740**	24,220	86	**23,422**	22,662
Management Trainee	997	**23,572**	22,965	964	**21,852**	21,435
Mathematician/Statistician	21	**25,741**	25,382	39	**23,995**	25,551
Paralegal	13	**22,158**	20,323	35	**20,914**	21,116
Research (Nontechnical)	10	**25,149**	23,138	15	**20,444**	21,733
Research (Technical)	38	**28,376**	28,600	29	**25,830**	27,191
Teaching	209	**21,241**	20,409	746	**19,687**	19,025
	14,703			9,576		

PROPORTION OF OFFERS TO MEN AND WOMEN

(Percentage of offers to men compared to the percentage of offers to women for each degree area)



Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	$24,876	639 Number of Offers
90th Percentile	$28,000	
10th Percentile	$21,600	

Bachelor's Degree Curricula	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality - Hotels/Motels/ Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Accounting	$27,282 2552 $30,800 $23,700	$23,233 4		$23,944 78 $28,000 $18,000	$22,361 7	$27,600 12	$24,146 13	$26,490 27 $32,000 $23,000	$30,533 3	$24,360 56 $29,000 $18,000	$19,750 4	$22,889 9	$25,639 69 $29,000 $21,000	$23,900 3	$21,184 45 $25,200 $15,000	$14,000 1		$20,000 1
Business Administration - incl. Management Science	$27,611 65 $32,500 $22,000	$23,500 2		$21,834 118 $27,500 $15,000	$23,233 22 $30,500 $18,000	$25,980 17	$26,860 31 $31,800 $20,000	$27,893 71 $31,500 $25,000	$21,000 3	$22,654 55 $29,500 $15,000	$21,864 27 $28,000 $14,000	$19,830 30 $25,000 $15,000	$24,373 148 $28,000 $20,000	$18,000 1	$21,382 350 $26,000 $18,000	$20,500 5	$29,333 3	$28,372 5
Distribution Management															$22,409 5			
Economics & Finance (incl. Banking)	$28,182 104 $32,000 $25,000	$25,630 4		$24,471 308 $29,000 $19,500	$28,463 74 $35,000 $21,500	$26,466 19	$26,239 28 $29,100 $20,000	$28,957 143 $33,995 $26,000	$23,049 4	$24,250 142 $32,000 $15,900	$24,400 5	$24,189 8	$24,839 164 $30,000 $20,000	$20,900 5	$23,070 133 $28,000 $18,996	$33,020 3	$22,733 3	$20,850 5
Hotel / Restaurant Management											$20,736 28 $24,000 $17,500	$21,114 111 $23,500 $18,000	$19,944 1		$21,450 3			
Human Resources (incl. Labor Relations)				$23,800 5	$18,810 3	$20,000 1	$22,667 3	$23,200 2		$22,333 3	$21,250 2	$28,900 1	$23,262 35 $25,100 $20,000	$21,000 1	$21,085 13	$20,000 2		$19,000 2
Management Information Systems	$29,504 24 $32,000 $28,000			$25,499 7	$24,000 2	$27,518 12	$27,680 48 $31,000 $24,000	$29,690 38 $32,700 $27,000	$28,000 1	$26,746 13	$25,000 2		$27,157 37 $29,358 $25,500		$25,636 28 $30,600 $19,680			$27,300 1
Marketing/Marketing Management (incl. Research)	$24,000 3	$20,100 21 $25,000 $16,000		$22,086 43 $25,000 $19,000	$22,501 8	$24,103 31 $31,000 $19,000	$23,806 35 $28,200 $19,900	$25,032 19	$24,667 3	$22,782 38 $29,500 $16,000	$24,757 14	$20,315 21 $22,000 $18,000	$24,280 88 $28,500 $20,000	$20,000 5	$22,434 482 $28,000 $18,000	$26,214 7	$21,000 6	$23,620 9
Real Estate	$30,000 1			$21,667 3						$21,250 2			$21,500 2		$21,000 2			
Advertising		$19,906 24 $27,500 $14,000		$22,500 1	$21,000 1	$22,229 7				$30,250 2			$23,500 2		$20,747 17			$20,000 4
Communications	$18,000 1	$19,644 10		$21,778 11	$30,000 1	$19,723 22 $25,000 $14,000	$23,344 10	$23,375 4	$20,000 1	$19,300 5	$18,700 10	$19,386 7	$23,092 28 $25,515 $17,500	$42,000 1	$21,625 60 $26,000 $17,000	$21,000 1		$16,387 9
Journalism		$17,140 14		$18,750 4		$19,176 21 $25,000 $14,196	$20,833 6	$26,000 2		$20,000 3		$22,000 1	$25,300 5	$21,840 1	$22,288 17		$15,000 1	$15,197 20 $18,500 $12,000
Telecommunications/ Broadcasting		$20,800 2		$22,000 2		$20,519 18		$16,000 1				$23,000 2	$22,708 6		$20,985 17			$26,500 1
Elementary Education						$22,000 1	$27,500 1						$18,000 1		$11,000 1		$10,700 1	
Pre-Elementary Education								$10,000 1							$24,000 1			
Physical Education											$18,700 1				$19,000 2			
Special Education			$35,000 1															

	SERVICE EMPLOYERS																	
Curriculum - Continued . . .	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Human Ecology				$22,000 2								$22,000 1	$19,900 2		$19,940 5			
Textiles & Clothing						$13,000 1					$19,200 1		$15,600 1		$20,529 95 $24,000 $16,000	$26,000 1		
Merchandising Management															$21,007 46 $25,000 $17,000			
Foreign Languages		$31,500 1	$22,100 1	$20,000 2	$25,000 1	$28,500 1		$33,000 1		$26,500 2	$30,000 2	$22,100 1	$21,588 7	$15,000 1	$18,775 8	$25,000 1		$30,000 2
Letters		$19,000 4		$22,669 8	$29,000 2	$17,500 4	$23,406 7	$27,411 5		$30,000 4	$23,000 1		$23,300 9	$17,607 7	$21,730 27 $24,100 $18,000	$16,992 1	$19,000 1	$15,730 5
Visual & Performing Arts		$22,300 5	$17,000 1	$32,000 1		$22,833 3	$20,000 1				$13,500 4				$16,214 7		$20,000 1	$17,833 6
Humanities-Other		$19,370 4		$25,000 2	$40,000 1	$18,500 2		$23,400 3	$25,000 1	$20,000 1	$20,000 2		$23,766 15	$19,000 2	$23,329 24 $25,000 $20,000		$25,000 1	$24,000 1
Criminal Justice						$23,000 1							$22,000 3	$26,071 7	$19,842 8		$22,341 5	
History	$26,000 1	$23,000 1		$23,611 9	$31,084 6	$21,000 2	$17,187 3	$27,375 8		$29,057 7		$30,000 1	$24,693 7	$21,740 5	$19,205 29 $24,000 $14,000			$20,667 3
Political Science / Government		$22,000 1		$23,125 8	$25,020 7	$13,500 2	$25,001 3	$26,020 10		$25,180 8	$16,130 4	$20,203 3	$24,254 15	$22,382 12	$22,600 44 $27,500 $19,000	$23,167 3	$22,000 1	$25,050 5
Psychology	$20,000 1	$19,200 1		$24,555 4	$32,000 1	$20,997 4	$36,333 3	$24,106 3	$26,000 2	$23,125 4	$19,010 5	$18,667 3	$22,174 14	$19,500 1	$21,856 44 $26,200 $18,000	$12,000 1	$21,000 1	
Sociology				$18,500 2	$30,500 1	$18,000 1	$19,000 1	$23,500 2		$24,000 2		$22,625 4	$22,100 4	$15,000 1	$21,004 14	$21,667 3	$23,000 1	
Social Sciences-Other	$30,167 3	$24,000 1	$25,000 1	$16,200 1	$30,227 11	$16,000 2	$24,500 2	$27,038 8	$14,560 1	$26,500 2	$20,000 2		$26,508 4	$20,914 7	$21,779 21 $26,500 $18,000			$18,233 3
Aerospace & Aeronautical Engineering	$34,000 1							$31,214 7	$29,464 3									
Agricultural Engineering								$32,240 5	$28,480 3						$30,375 4			
Architectural Engineering			$24,333 3					$29,857 13	$28,772 5				$25,500 1					
Bioengineering & Biomedical Engineering										$35,000 1					$28,500 1			
Chemical Engineering						$30,400 1		$35,091 36 $38,500 $32,000	$35,028 23 $38,400 $33,000				$34,764 2					
Civil Engineering	$27,000 1		$32,250 4			$28,000 1	$31,200 1	$29,374 165 $33,000 $26,004	$30,083 151 $33,984 $27,000									
Computer Engineering	$29,500 1					$35,522 9	$31,050 32 $36,000 $26,000	$29,753 19	$29,967 3				$24,000 1	$28,000 1	$27,125 4	$50,000 1		

Curriculum - Continued . . .	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Electrical Engineering	$32,133 6		$31,500 2		$30,250 4	$34,451 55 $39,200 $31,000	$33,003 54 $38,000 $28,000	$31,808 115 $35,900 $28,080	$31,764 42 $36,000 $25,000	$40,000 3			$31,500 1		$30,873 3		$26,500 1	
Environmental Engineering									$26,000 1									
Industrial Engineering	$30,750 4		$34,000 1			$32,073 10	$33,192 6	$30,781 57 $33,000 $28,000	$29,875 4	$28,310 4			$25,867 6		$31,850 4			
Mechanical Engineering	$31,000 1		$31,675 4			$25,500 2	$33,113 13	$32,376 98 $35,904 $29,000	$33,789 59 $37,500 $30,000			$37,500 1	$26,000 1		$31,100 5	$30,000 2		
Metallurgical Engineering							$36,000 1	$31,200 2	$33,500 2									
Mining Engineering								$30,332 16	$28,780 10									
Nuclear Engineering						$33,000 1		$32,800 3										
Petroleum Engineering									$35,900 4									
Textile Engineering																		
Engineering Technology	$32,000 1	$15,000 1	$26,800 6			$31,500 2	$25,463 7	$31,333 6	$30,886 18				$31,143 7		$27,500 3			$28,000 1
Industrial Technology								$30,000 2		$33,000 1			$27,000 1		$20,306 5			
Agribusiness	$25,750 2			$20,150 6			$33,000 1	$21,950 4	$21,000 1	$22,500 1	$21,333 3		$30,000 1		$22,513 8			
Animal Sciences				$30,000 1				$22,750 2			$48,000 1				$21,833 3			
Plant Sciences								$20,000 2	$22,500 1						$14,040 2			
Natural Resources								$24,520 4	$20,000 1						$20,000 1			
Other Agricultural Sciences											$25,000 1	$25,000 1			$24,700 3			
Computer Science	$30,399 16		$20,000 1	$26,808 13	$36,667 3	$32,969 43 $36,000 $29,800	$29,379 186 $36,000 $22,000	$30,523 83 $34,000 $27,000	$27,200 10	$28,500 21 $31,000 $26,500		$23,750 2	$27,716 42 $29,358 $25,000		$26,833 21 $29,300 $24,500		$22,500 1	$28,100 5
Computer Programming					$25,700 1		$28,056 9	$31,500 2					$26,540 11		$27,167 3			
Information Sciences & Systems	$29,714 14			$30,000 3	$28,750 2	$28,976 10	$27,157 28 $31,000 $22,000	$30,948 32 $33,500 $29,000	$28,000 1	$23,167 6			$27,396 15		$25,160 5			
Systems Analysis							$28,067 3	$30,667 3					$24,900 1					

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Allied Health																		
Health Sciences										$30,000 2								
Nursing																		
Pharmacy															$30,005 66 $44,000 $29,000			
Actuarial	$30,000 2						$24,000 1	$34,643 7		$32,000 1			$31,069 24 $35,000 $27,000					
Architectural & Environmental Design	$26,500 1		$27,450 10					$28,600 1	$28,000 1		$25,000 1				$23,500 2			
Biological				$21,000 1			$22,000 1	$23,933 3	$20,400 4	$33,000 1	$38,000 1				$21,333 6			
Chemistry								$23,167 3	$25,000 3				$31,500 1	$22,000 1				$15,600 1
Geological								$22,200 4	$28,885 13									
Mathematics (incl. Statistics)	$30,500 4			$26,240 5	$34,500 2	$30,950 2	$31,832 20 $38,000 $26,000	$29,271 28 $34,000 $25,000	$27,394 7	$28,391 7		$25,000 1	$30,450 47 $35,040 $22,000		$22,692 5			
Physics							$31,505 4	$25,067 3	$20,000 1		$22,000 1							
Other Physical & Earth Sciences							$29,500 2		$21,000 1									
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$27,341 2755 $31,000 $24,000	$28,236 90 $27,500 $14,000	$24,775 4	$23,539 619 $28,000 $18,000	$27,006 148 $34,000 $18,000	$22,825 184 $31,000 $14,400	$25,574 185 $30,400 $20,000	$27,930 340 $33,500 $23,000	$24,229 19	$24,034 349 $31,200 $16,000	$21,303 114 $27,000 $14,820	$21,076 203 $25,000 $18,000	$24,472 667 $29,358 $20,000	$20,910 60 $25,000 $16,500	$21,858 1554 $27,500 $17,500	$23,260 29 $28,000 $15,000	$21,984 25 $28,000 $19,000	$19,678 82 $26,700 $13,200
Technical Curricula	$30,216 54 $33,000 $27,000	$15,000 1	$28,678 31 $35,900 $21,000	$25,573 29 $30,000 $18,000	$31,833 12	$33,220 136 $38,000 $29,000	$30,117 360 $36,580 $22,500	$30,712 725 $35,100 $27,000	$30,719 372 $36,000 $25,000	$28,856 46 $34,299 $24,000	$27,750 8	$27,000 5	$29,050 162 $35,000 $24,000	$25,000 2	$31,795 156 $42,500 $21,500	$36,667 3	$24,500 2	$26,300 7

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$32,646 66 $38,000 $26,000	$33,180 10		$35,456 53 $48,000 $23,000	$41,485 21 $52,500 $34,000	$33,344 9	$33,086 28 $38,400 $28,800	$35,754 48 $43,000 $30,000		$35,556 18	$36,000 3	$25,917 6	$33,281 18	$39,750 2	$32,808 12			
MBA - Technical Undergraduate Degree	$36,000 5		$20,120 1	$44,500 4	$56,014 7	$39,738 8	$35,583 6	$32,844 9	$33,825 4	$34,267 3	$35,000 1	$31,675 1	$33,275 4					

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$24,269 13		$23,941 18	$26,101 37 $29,232 $23,000	$18,845 10	$22,085 60 $24,600 $20,195	$23,046 71 $26,880 $18,872	$23,517 14	$23,819 17	$22,000 3			$24,750 2	$26,869 17	$23,440 5	$24,640 17	$22,256 11	$27,566 37 $30,500 $23,000
Business Administration - incl. Management Science	$21,380 4	$24,298 9	$21,843 22 $26,000 $16,300	$28,643 9	$22,631 20 $29,000 $15,000	$21,939 58 $25,000 $20,000	$22,280 14	$20,111 11	$26,162 13	$24,375 3	$19,600 1	$15,236 1	$20,933 3	$25,336 16	$23,820 5	$29,000 26 $34,200 $23,000	$19,532 13	$27,788 46 $33,000 $20,800
Distribution Management			$22,900 2			$21,515 3										$28,267 3		$31,000 2
Economics & Finance (incl. Banking)	$23,755 8	$21,400 4	$22,650 19	$26,384 23 $30,000 $22,000	$21,000 3	$22,503 61 $25,000 $21,000	$22,502 10	$29,720 2	$26,154 14	$20,333 3		$25,000 3	$27,000 2	$26,488 10	$25,833 6	$28,644 32 $31,800 $24,000	$24,075 8	$29,781 31 $32,800 $28,000
Hotel / Restaurant Management																		$32,000 1
Human Resources (incl. Labor Relations)			$28,100 2	$26,067 3	$22,000 5	$21,713 5	$22,750 2					$22,000 1	$29,000 1	$25,000 1		$24,500 2	$27,000 2	$29,820 2
Management Information Systems	$27,000 1	$22,956 2	$25,355 10	$30,107 24 $31,400 $28,000	$28,900 1	$17,653 2	$25,250 2	$24,100 3	$25,000 1					$26,435 8	$30,500 2	$29,250 4	$29,333 3	$29,026 10
Marketing / Marketing Management (incl. Research)	$20,319 4	$22,500 2	$20,003 23 $25,200 $17,000	$22,998 11	$19,500 5	$22,421 10	$21,853 6		$26,625 16	$35,000 1			$17,250 2	$24,640 3	$26,625 4	$27,099 25 $30,000 $22,200	$21,663 16	$27,712 58 $32,000 $23,000
Real Estate	$17,000 1						$20,820 1											
Advertising	$28,750 4		$18,500 1		$25,450 2	$23,560 1					$16,000 1						$22,850 2	$27,000 3
Communications	$10,900 1		$22,546 8	$22,668 8	$19,571 7	$23,838 9	$21,510 4	$21,375 4	$23,547 3	$19,500 3		$14,600 3	$19,215 3	$22,000 1	$17,550 2	$26,386 7	$23,596 5	$27,500 8
Journalism	$22,000 1	$12,000 1			$18,257 7	$20,769 3	$15,200 3			$21,450 4	$19,200 1			$19,000 1	$13,000 1	$27,000 2		$26,[illegible] 3
Telecommunications / Broadcasting					$19,000 2	$21,037 1			$28,000 1	$15,000 1						$30,000 2	$18,000 1	$29,300 4
Elementary Education		$30,000 1			$19,781 467 $25,400 $13,000	$21,000 1	$12,000 1		$10,560 1	$16,384 29 $19,100 $13,923		$12,900 3				$16,000 1		
Pre-Elementary Education					$17,718 27 $23,900 $10,000					$16,700 4		$12,246 6	$15,000 1					
Physical Education					$20,445 37 $24,000 $15,000	$16,305 1		$13,440 1	$20,000 2	$14,400 1								
Special Education					$21,521 85 $25,000 $18,000				$17,500 1			$19,500 4						

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
Curriculum - Continued . . .	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology				$26,500 1	$19,725 4	$21,000 1	$15,000 1	$23,470 5	$21,170 3			$15,325 4	$32,500 1					
Textiles & Clothing		$24,000 1																
Merchandising Management			$22,000 1			$23,284 2												
Foreign Languages				$23,000 1	$20,368 25 $25,000 $17,000	$17,017 4	$17,000 1	$17,000 2										
Letters	$17,500 2	$18,000 1	$22,250 2	$22,675 4	$21,233 50 $26,500 $17,640	$22,255 11	$19,933 6		$15,133 3	$12,000 1		$17,500 2	$21,000 1			$29,500 2	$20,800 1	$24,500 5
Visual & Performing Arts				$17,500 3	$20,427 50 $25,200 $15,600	$23,284 1	$15,500 2	$18,600 1	$18,720 1	$20,950 2	$16,400 1	$23,600 2		$23,000 1		$43,000 1	$30,000 1	
Humanities-Other					$19,663 13	$25,044 3	$28,656 5	$19,550 4	$15,800 3	$17,400 2		$22,000 1	$14,500 2		$10,000 1	$42,760 5	$29,000 1	$26,500 2
Criminal Justice					$20,971 3	$21,940 10	$24,455 34 $37,000 $18,888	$22,000 1				$15,467 6						
History			$20,000 1		$21,796 16	$22,149 7	$27,733 3					$18,250 2					$16,800 1	$30,000 1
Political Science / Government			$22,650 2		$23,388 8	$22,325 23 $26,000 $18,000	$22,020 21 $25,000 $16,500			$17,200 3		$20,000 3	$28,000 1					$24,675 4
Psychology		$19,000 2		$28,000 1	$19,471 25 $24,000 $14,000	$21,304 7	$17,654 7	$19,848 10	$16,353 19	$15,765 4		$16,878 38 $22,000 $12,000	$14,350 2			$33,500 2	$25,200 1	$33,265 3
Sociology			$21,150 2		$22,753 5	$25,383 3	$23,380 9	$15,260 2	$16,056 10	$18,000 1		$16,822 11	$16,500 2					$25,000 1
Social Sciences-Other	$15,000 1		$17,840 3	$29,300 2	$19,927 18	$20,666 9	$18,237 17		$17,691 11	$17,780 3		$18,070 26 $21,000 $14,500	$23,500 6			$20,000 2		
Aerospace & Aeronautical Engineering		$32,800 2	$33,000 1		$27,500 2	$26,929 31 $29,000 $26,000								$31,163 81 $34,000 $29,000		$31,310 3		$35,520 1
Agricultural Engineering			$21,000 1			$22,500 2	$32,167 3								$22,867 3	$33,317 6		
Architectural Engineering			$28,800 1	$32,533 3		$25,511 3	$29,133 7										$30,941 16	
Bioengineering & Biomedical Engineering				$34,100 2					$17,000 1									
Chemical Engineering		$36,917 9	$24,812 1	$34,560 9	$27,600 2	$26,426 20 $35,528 $21,600	$28,628 6							$34,103 6	$35,947 15	$35,205 12	$36,880 5	$37,356 581 $39,402 $35,640
Civil Engineering		$32,200 7	$27,585 93 $31,800 $24,072	$32,939 31 $34,992 $29,500		$26,268 63 $28,000 $22,067	$27,915 263 $33,000 $24,144			$23,000 1				$28,807 5	$37,000 1	$30,568 5	$28,860 81 $31,800 $26,000	$33,337 18
Computer Engineering		$32,201 5	$36,000 1	$35,430 5	$26,400 1	$28,079 10	$26,750 2		$30,000 1					$31,530 8		$29,000 2		$33,772 8

Curriculum - Continued . . .	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering		$34,597 25 $39,200 $32,040	$32,609 6	$33,209 211 $36,000 $31,050	$30,516 5	$27,351 176 $32,530 $22,008	$30,644 10	$45,000 1					$30,250 2	$32,882 120 $35,500 $30,000	$36,745 4	$33,814 117 $35,800 $32,000	$32,108 25 $36,000 $29,700	$36,476 71 $38,400 $34,000
Environmental Engineering			$25,146 4			$35,000 1	$23,500 1											
Industrial Engineering			$31,124 8	$33,469 18		$27,434 25 $33,430 $22,033	$23,890 2	$30,207 3						$30,642 12	$32,568 4	$32,803 57 $34,800 $30,996	$30,964 11	$34,739 48 $38,400 $32,000
Mechanical Engineering		$33,633 15	$33,100 4	$33,192 135 $35,500 $30,000	$23,000 2	$27,135 98 $33,000 $22,061	$29,386 9	$40,000 1	$35,000 1					$30,914 163 $34,000 $28,500	$35,063 17	$33,813 281 $35,900 $31,000	$32,017 40 $36,000 $25,000	$36,230 228 $38,500 $33,600
Metallurgical Engineering		$37,550 2		$50,400 1		$27,406 2	$26,000 1							$31,500 1	$32,700 2	$33,920 12	$33,202 7	$30,925 4
Mining Engineering			$26,000 1	$33,800 1		$33,000 1	$26,000 2									$26,400 1		
Nuclear Engineering		$34,720 3		$33,126 7		$28,752 10	$33,500 1									$33,320 1		
Petroleum Engineering				$40,000 1														$41,000 2
Textile Engineering																		
Engineering Technology		$28,750 2	$31,400 5	$29,950 12	$25,087 3	$25,941 7	$27,725 4	$19,500 1	$31,000 1		$27,000 1			$29,599 44 $33,600 $26,500	$29,000 3	$35,124 27 $46,000 $27,000	$30,676 46 $33,800 $26,000	$36,555 4
Industrial Technology					$24,900 1	$21,000 1								$29,954 24 $31,992 $28,992		$27,157 12	$27,367 3	
Agribusiness		$26,000 1			$20,065 3	$23,000 1	$20,920 2		$21,000 1	$22,000 1					$23,539 57 $28,000 $18,000			$26,960 5
Animal Sciences					$16,167 3	$22,200 1				$25,000 1			$19,200 1		$20,010 20 $25,200 $15,000		$21,840 1	$28,000 1
Plant Sciences					$37,250 2	$16,793 1	$20,507 2			$19,000 1					$20,357 7			
Natural Resources		$21,000 1				$16,300 1	$20,675 5								$19,000 1			$26,004 1
Other Agricultural Sciences	$12,000 1				$24,890 1	$15,466 2	$23,983 3		$30,000 1						$23,563 10			
Computer Science		$31,315 13	$31,543 8	$31,690 33 $39,200 $26,000	$23,486 8	$25,446 37 $30,002 $21,000	$25,058 12	$32,000 5	$26,533 6	$26,000 1		$31,750 2		$30,762 40 $35,000 $26,500	$34,000 1	$31,440 10	$28,800 1	$33,091 28 $36,960 $31,000
Computer Programming	$26,000 1		$29,200 2		$20,500 2					$20,230 1							$27,500 1	$29,500 1
Information Sciences & Systems			$28,843 7	$29,500 1	$23,400 2	$20,609 2		$31,000 1	$28,250 8					$26,000 3		$28,800 4		$32,871 16
Systems Analysis						$19,598 2	$18,600 1		$22,000 1									

Curriculum - Continued . . .	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS								
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers
Allied Health					$21,897 6	$26,000 1	$14,594 2	$29,573 133 $34,100 $24,000	$31,519 34 $40,000 $21,500	$20,000 1			
Health Sciences					$23,844 2		$20,250 2	$22,342 24 $28,000 $16,000	$20,874 14			$25,000 1	$17,000 3
Nursing		$26,000 1			$28,050 2	$26,214 7	$22,175 1	$29,725 365 $35,700 $24,000	$29,810 13				
Pharmacy								$36,054 32 $40,000 $31,000	$44,173 6				
Actuarial						$25,950 1							
Architectural & Environmental Design			$27,300 1		$23,933 3	$24,000 1							
Biological		$21,714 7			$19,278 17	$20,813 3	$19,950 7	$16,651 9	$17,180 5			$13,500 1	
Chemistry		$23,880 2	$33,000 1	$26,520 4	$16,621 9	$25,630 6	$25,250 2	$18,350 2	$22,000 1				
Geological		$26,800 2				$22,813 4	$24,000 1						
Mathematics (incl. Statistics)		$28,900 2	$25,600 2	$34,000 3	$20,527 43 $24,852 $16,363	$22,654 23 $24,528 $20,195	$24,867 4	$22,008 1					$29,000 1
Physics		$28,250 2		$28,000 1	$26,384 4	$24,399 8							
Other Physical & Earth Sciences		$34,000 1			$19,028 7		$22,000 2						
Polymer Science													
Textile Science													

Curriculum - Continued . . .	MANUFACTURING EMPLOYERS				
	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Allied Health					
Health Sciences					
Nursing		$25,000 1			$22,000 1
Pharmacy					$43,280 15
Actuarial					
Architectural & Environmental Design			$26,500 1	$25,375 4	
Biological		$26,000 1			$29,821 14
Chemistry			$25,500 2	$25,500 1	$29,380 50 $34,500 $23,500
Geological					$34,020 1
Mathematics (incl. Statistics)	$28,567 3		$28,800 3	$23,500 1	$33,640 5
Physics	$33,716 5			$28,500 1	$29,700 2
Other Physical & Earth Sciences			$30,000 1		
Polymer Science					$37,500 1
Textile Science					

BACHELOR'S SUMMARY

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers
Nontechnical Curricula	$22,856 40 $29,000 $16,000	$22,487 23 $28,000 $17,500	$22,275 116 $28,000 $17,000	$26,337 127 $30,500 $21,000	$20,161 805 $25,384 $14,000	$22,101 305 $25,717 $18,000	$22,331 220 $28,140 $16,000	$21,365 60 $28,600 $15,500	$21,585 119 $29,000 $14,980	$18,021 68 $23,500 $13,687	$17,800 4	$17,195 116 $22,000 $12,480	$21,229 29 $28,000 $14,500
Technical Curricula	$19,000 2	$32,067 102 $38,000 $25,000	$28,529 147 $34,000 $24,144	$33,039 478 $36,000 $29,400	$21,713 130 $28,000 $16,000	$26,509 551 $32,000 $21,201	$27,327 357 $33,000 $22,900	$29,528 578 $37,000 $23,000	$28,676 94 $40,000 $18,000	$22,177 7	$27,000 1	$25,500 4	$22,814 7

	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Nontechnical Curricula	$25,887 58 $29,000 $23,000	$23,727 26 $30,000 $13,500	$28,235 133 $34,000 $21,000	$22,452 66 $28,800 $18,000	$28,889 222 $32,800 $22,000
Technical Curricula	$31,250 515 $34,700 $28,250	$26,327 156 $35,500 $18,000	$33,326 557 $36,000 $30,0[illegible]	$30,430 246 $35,400 $25,500	$36,172 1106 $39,000 $32,000

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers
MBA - Nontechnical Undergraduate Degree	$35,313 8	$34,500 2	$35,864 11	$31,944 10	$27,467 3	$26,875 12	$23,256 5	$29,317 7	$34,800 5	$14,400 1	$20,000 1		$42,000 1
MBA - Technical Undergraduate Degree	$40,000 1		$31,000 2	$39,956 4	$33,000 1	$33,430 1	$32,075 4		$46,000 1				

	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
MBA - Nontechnical Undergraduate Degree	$32,750 2	$31,500 2	$36,083 24 $43,000 $31,000	$32,000 3	$41,346 32 $51,000 $34,000
MBA - Technical Undergraduate Degree	$39,250 2		$41,250 4	$35,700 2	$38,744 16

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Accounting	$31,217 28 $35,000 $26,664	$26,435 49 $30,000 $21,600	$26,658 28 $29,500 $23,400	$28,938 8	$23,629 9	$24,500 6	$26,500 4	$26,690 20 $30,000 $24,000	$27,659 168 $30,000 $26,000	$22,200 1	$29,400 1	$26,350 6	$16,000 3	$22,500 4	$27,020 10	$22,866 38 $28,800 $16,500
Business Administration - incl. Management Science	$28,168 36 $34,000 $21,000	$27,535 30 $30,504 $22,000	$27,728 58 $32,000 $24,000	$28,175 8	$23,900 13	$22,000 1	$28,233 6	$26,808 12	$29,118 37 $34,800 $24,000	$23,571 7	$22,000 1	$28,209 8	$21,500 2	$23,569 18	$25,973 10	$23,641 46 $30,000 $16,000
Distribution Management		$29,250 2	$28,240 5	$30,000 1					$33,227 4							$24,700 1
Economics & Finance (incl. Banking)	$27,885 37 $31,000 $24,000	$26,956 49 $30,000 $24,000	$27,240 26 $33,000 $21,500	$27,816 16	$26,300 6	$26,500 2	$25,480 5	$27,981 16	$28,580 89 $31,964 $26,400	$21,600 5		$29,591 11	$23,550 2	$25,067 12	$27,644 20 $31,500 $24,000	$23,297 33 $28,000 $18,000
Hotel / Restaurant Management			$23,325 4													$28,000 1
Human Resources (incl. Labor Relations)	$27,220 5	$28,667 3	$30,000 3	$24,500 1			$23,000 1	$29,167 3	$26,625 4				$18,750 1	$26,002 2	$27,000 1	$30,000 1
Management Information Systems	$28,420 18	$30,244 16	$26,883 11	$33,000 1	$29,875 4	$27,600 1	$29,200 3	$28,800 3	$29,864 58 $33,600 $25,968			$32,400 6	$30,000 1	$27,750 2	$29,333 3	$24,240 5
Marketing / Marketing Management (incl. Research)	$25,428 56 $30,000 $18,000	$24,812 25 $28,000 $22,000	$25,331 109 $29,000 $20,800	$25,081 39 $28,200 $21,000	$22,500 3		$27,429 7	$25,485 13	$27,259 47 $29,580 $24,000	$25,222 27 $27,400 $23,000	$30,000 1	$26,136 11	$32,450 4	$23,842 19	$23,542 17	$22,706 75 $28,000 $18,000
Real Estate																
Advertising	$20,000 1		$23,400 2	$25,000 1	$25,000 1		$18,500 1			$26,000 1					$17,000 2	$18,900 8
Communications	$27,576 5	$19,500 2	$26,340 10	$23,250 2					$29,600 1			$24,000 1	$20,000 1	$24,000 1	$25,500 3	$20,659 17
Journalism	$25,200 1	$27,750 2	$23,525 4		$20,000 1				$29,380 1					$27,000 3	$18,547 3	$19,148 10
Telecommunications / Broadcasting	$26,000 1		$25,875 4									$12,000 1		$28,400 3		$23,000 1
Elementary Education				$30,000 1											$18,000 1	
Pre-Elementary Education																$18,000 1
Physical Education														$29,000 1		
Special Education																

Curriculum - Continued . . .

	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	**Metals & Metal Products**	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	**Printing**	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	**Widely Diversified**	Other Employers (NEC)
Human Ecology												$21,000 1				$17,500 1
Textiles & Clothing	$26,000 1	$27,000 1												$23,620 13		
Merchandising Management														$13,500 1		
Foreign Languages	$26,500 1		$25,000 1													$20,667 3
Letters	$21,333 6	$25,750 2	$27,300 7									$29,000 1		$25,000 4	$26,000 2	$21,530 10
Visual & Performing Arts	$19,600 1									$19,000 3				$17,500 1	$22,000 1	$16,092 4
Humanities-Other	$22,000 1	$28,500 1	$20,833 3	$18,750 2	$45,000 1		$24,250 2							$24,250 2		$23,608 6
Criminal Justice	$21,000 1							$22,000 1								
History	$30,000 2		$27,000 2	$18,500 2				$22,000 1								$24,900 5
Political Science / Government	$20,633 3	$25,250 4	$24,760 5	$26,000 2				$20,667 3	$22,000 1	$26,500 2			$20,000 1		$20,000 4	$21,000 2
Psychology	$18,000 2		$29,248 4					$17,160 1	$24,504 1	$17,202 3				$25,250 2	$25,083 4	$23,000 2
Sociology			$18,500 2	$20,000 1				$29,000 2		$22,000 1		$18,000 1			$23,000 1	$18,000 4
Social Sciences-Other	$25,500 1	$30,000 1	$29,750 2	$20,533 3		$12,584 1								$27,996 2		
Aerospace & Aeronautical Engineering	$31,300 4	$33,633 8		$37,500 2	$23,040 1			$36,500 1	$33,723 11						$34,020 4	$26,907 5
Agricultural Engineering			$33,360 5						$32,047 3						$33,200 3	$28,586 7
Architectural Engineering									$34,609 12							$29,500 1
Bioengineering & Biomedical Engineering		$32,000 1										$30,720 5				
Chemical Engineering	$36,166 13	$37,313 30 $39,600 $34,200	$36,901 58 $39,000 $35,000	$37,847 19	$35,000 9	$33,350 2	$37,185 19	$37,465 40 $39,000 $36,000	$38,751 630 $40,800 $36,000	$37,775 4	$37,310 4	$37,475 4	$36,950 2	$38,136 7	$37,200 56 $39,500 $35,000	$35,640 31 $38,600 $31,000
Civil Engineering	$30,000 1	$32,736 11	$34,200 2	$26,500 1	$29,866 13	$31,929 11	$35,500 1	$29,561 6	$35,573 111 $38,040 $32,500			$28,000 1	$30,325 4		$31,966 5	$29,211 28 $31,200 $27,000
Computer Engineering	$32,811 50 $37,000 $27,000	$34,153 48 $36,200 $32,000	$34,200 1		$32,700 1			$31,800 1	$35,216 18					$32,244 1	$34,130 3	$30,329 14

Curriculum - Continued . . .	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	$33,632 211 $36,000 $30,300	$33,392 420 $36,600 $30,000	$33,813 20 $37,500 $32,700	$36,475 10	$34,303 61 $36,120 $32,400	$36,133 10	$34,430 4	$36,126 43 $38,400 $34,000	$36,118 161 $39,000 $32,460	$32,400 1	$33,975 4	$33,397 15	$34,375 4	$35,253 6	$34,203 58 $38,000 $30,000	$32,104 54 $35,760 $28,000
Environmental Engineering		$26,400 1				$28,000 1				$33,000 1						$28,000 1
Industrial Engineering	$33,271 17	$32,671 55 $34,800 $31,000	$34,186 25 $35,000 $33,000	$33,588 12	$33,103 37 $34,500 $31,860	$35,400 1	$31,490 6	$32,986 16	$34,325 15	$33,000 3		$32,699 3	$32,700 3	$30,379 10	$32,381 31 $35,500 $30,000	$29,633 27 $33,200 $25,500
Mechanical Engineering	$33,874 25 $36,000 $32,400	$33,520 222 $36,180 $30,360	$34,916 37 $37,500 $32,400	$35,569 27 $37,500 $32,800	$32,371 85 $34,620 $28,500	$29,947 3	$32,606 16	$35,308 56 $38,000 $32,760	$36,808 550 $39,500 $33,000	$36,060 4	$33,000 3	$32,919 31 $36,000 $29,000	$33,583 12	$33,326 14	$35,091 86 $37,500 $32,800	$31,328 80 $35,900 $27,000
Metallurgical Engineering	$34,480 3	$33,260 5			$33,386 102 $35,520 $32,400	$33,310 10		$34,800 2	$36,750 4			$32,000 1	$31,663 8		$34,320 1	$30,000 4
Mining Engineering					$31,500 2	$33,265 36 $36,000 $30,000			$35,107 6					$28,000 1		
Nuclear Engineering	$32,700 1	$34,200 5			$36,000 1											
Petroleum Engineering									$38,924 190 $42,500 $33,000						$37,500 1	
Textile Engineering																
Engineering Technology	$31,565 16	$29,821 34 $35,000 $24,000	$26,500 3	$27,700 2	$30,084 15			$27,516 10	$33,176 28 $37,240 $29,800	$24,353 3		$28,833 3	$25,000 1	$31,512 1	$32,146 5	$27,414 29 $33,500 $22,000
Industrial Technology		$30,900 3	$30,433 6	$34,964 6	$27,400 2						$21,000 2	$31,833 3				$21,625 4
Agribusiness			$27,900 5		$24,750 2				$32,000 1						$20,000 1	$22,867 3
Animal Sciences			$31,000 2													$14,400 1
Plant Sciences			$26,000 1					$20,000 1								$21,100 4
Natural Resources								$21,900 2								$19,760 3
Other Agricultural Sciences			$24,885 17				$35,000 1								$21,000 1	$20,625 4
Computer Science	$31,863 158 $35,200 $27,000	$33,321 86 $36,000 $30,000	$30,821 14	$33,400 2	$29,878 12		$31,850 2	$31,820 5	$33,805 106 $36,336 $30,300	$30,333 3	$30,000 1	$32,929 7		$28,325 2	$32,595 20 $36,200 $28,000	$27,583 23 $32,000 $20,000
Computer Programming	$33,920 2	$31,200 1						$23,500 1						$21,375 2	$29,000 1	
Information Sciences & Systems	$30,761 20 $33,600 $28,000	$29,000 5						$30,000 2	$30,308 23 $32,400 $27,020						$33,200 6	$27,667 6
Systems Analysis	$30,000 1	$30,850 2			$31,000 1				$31,249 1							$33,000 1

Curriculum - Continued . . .	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Allied Health																
Health Sciences			$19,000 1													$23,040 1
Nursing																$30,000 1
Pharmacy																$40,200 3
Actuarial																
Architectural & Environmental Design									$28,800 1							$22,500 2
Biological	$24,000 1	$23,400 1	$20,400 1				$21,782 1					$22,500 2			$22,000 1	$23,004 2
Chemistry	$33,000 1	$20,028 1	$33,800 2	$34,000 1			$24,000 1		$32,250 2				$31,600 2		$31,500 2	$20,967 3
Geological						$32,500 1			$34,229 7							
Mathematics (incl. Statistics)	$28,798 10	$31,420 5	$27,500 1		$28,500 2		$30,000 1		$31,967 6	$20,000 1			$30,000 1	$22,724 1	$32,000 1	$32,200 1
Physics	$33,120 2	$26,750 2							$35,200 4				$32,600 4		$33,825 4	$24,050 2
Other Physical & Earth Sciences		$35,040 1								$30,000 1						
Polymer Science													$33,000 1			$32,600 1
Textile Science																

BACHELOR'S SUMMARY

Nontechnical Curricula	$27,300 207 $33,000 $20,000	$26,864 187 $30,000 $22,000	$26,282 290 $31,000 $20,800	$25,968 88 $32,000 $19,200	$25,217 38 $29,000 $19,000	$23,835 11	$26,634 29 $29,500 $22,500	$26,847 75 $30,000 $22,000	$28,287 411 $31,800 $25,992	$23,716 50 $27,400 $17,000	$27,133 3	$27,557 47 $35,000 $21,600	$23,777 15	$24,309 90 $28,000 $17,500	$25,547 91 $30,600 $20,000	$22,453 274 $28,800 $15,600
Technical Curricula	$32,818 536 $36,000 $28,000	$33,315 947 $36,360 $30,000	$33,388 201 $38,000 $26,300	$35,546 82 $37,500 $32,000	$32,758 346 $35,520 $28,600	$33,275 75 $36,000 $30,000	$34,475 49 $39,000 $29,500	$34,543 189 $38,400 $30,000	$37,138 1874 $40,692 $32,220	$32,086 21 $37,500 $26,000	$32,581 14	$32,541 75 $36,300 $27,600	$32,607 42 $36,100 $29,000	$32,504 45 $37,500 $27,500	$34,459 280 $38,400 $30,000	$29,950 346 $36,000 $22,000

MBA - INEXPERIENCED - BY EMPLOYER TYPE

MBA - Nontechnical Undergraduate Degree	$36,346 14	$38,250 14	$40,705 21 $48,000 $33,000	$43,193 14	$29,000 1		$37,950 4	$35,667 3	$36,942 30 $43,500 $30,000	$42,600 2		$33,125 4	$36,047 3	$35,500 2	$35,519 12	$30,810 13
MBA - Technical Undergraduate Degree	$39,429 7	$40,000 4	$39,500 3	$52,000 2	$40,250 1			$38,000 2	$38,412 11				$41,700 1	$36,000 1	$40,000 1	$36,500 1

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average	$24,876	639	Number of Offers
90th Percentile	$28,000		
10th Percentile	$21,600		

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Accounting	$27,258 2526 $31,000 $23,500	$25,194 790 $29,500 $19,500	$22,237 14	$23,450 12	$27,600 5		$28,000 4	$51,000 1	$25,890 63 $30,000 $19,500	$26,600 5	$22,615 5	$25,786 7				$27,000 1		
Business Administration (incl. Management Science)	$27,153 59 $32,500 $21,023	$23,246 37 $30,000 $17,000	$21,011 50 $25,000 $14,800	$21,613 21 $27,900 $14,880	$28,500 6		$20,000 1	$21,938 8	$26,498 69 $30,504 $20,000	$23,736 11	$24,741 56 $27,996 $21,000	$23,174 48 $26,280 $20,000	$15,000 1	$17,000 1		$23,000 2	$17,323 6	$18,000 1
Distribution Management																$24,700 1		
Economics & Finance (incl. Banking)	$27,436 86 $32,000 $24,000	$25,816 130 $30,000 $19,000	$23,652 70 $28,000 $18,000	$24,529 131 $28,000 $19,500	$28,756 47 $35,000 $23,000	$29,786 7	$19,591 7	$24,895 20 $31,200 $17,000	$27,437 339 $32,400 $21,600	$24,987 27 $30,000 $18,000	$25,014 63 $29,000 $20,800	$23,265 37 $26,200 $18,000			$21,600 1	$24,000 1	$23,667 3	$27,000 2
Hotel / Restaurant Management		$26,500 2				$19,440 1						$19,944 1						
Human Resources (incl. Labor Relations)			$23,000 2					$18,810 3	$25,000 1	$29,000 1	$23,327 11	$22,669 11				$26,000 1		
Management Information Systems	$29,350 6	$27,000 1		$27,996 1					$28,733 3		$24,733 3							
Marketing / Marketing Management (incl. Research)	$21,231 4	$20,456 9	$22,111 9	$22,079 14	$31,500 1			$20,825 4	$23,179 14	$22,733 6	$24,832 23 $27,000 $22,000	$23,485 26 $25,000 $21,500	$30,000 1	$20,913 8	$19,000 1	$23,250 2	$21,500 4	
Real Estate				$22,000 2					$19,750 2	$24,000 1	$27,000 1	$16,000 1						
Advertising		$21,187 3	$22,500 1	$21,000 1					$36,000 1				$21,112 5	$16,000 2		$23,600 5	$21,167 6	$20,225 4
Communications	$18,000 1	$17,467 3	$21,000 2	$18,378 7				$15,000 1	$32,500 2		$24,923 9	$22,237 11	$16,333 8	$21,450 4	$13,900 1	$22,796 18	$21,131 24 $27,000 $15,000	$17,411 9
Journalism		$15,600 5	$19,500 2									$21,750 2	$13,355 3	$16,285 4	$15,798 21 $18,000 $12,000	$18,700 1	$20,373 17	$18,624 19
Telecommunications / Broadcasting				$19,000 1							$25,333 3	$21,650 1		$15,500 2	$28,480 2	$19,245 13	$20,000 1	
Elementary Education		$16,000 1												$22,000 1				
Pre-Elementary Education																		
Physical Education																		
Special Education																		

	FINANCE												COMMUNICATIONS					
Curriculum - Continued . . .	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Human Ecology												$24,500 1						
Textiles & Clothing											$15,600 1		$15,000 1					
Merchandising Management																		
Foreign Languages			$20,000 1					$25,000 1		$26,500 2	$20,667 3	$21,705 3		$27,428 4			$15,000 1	
Letters			$24,963 4		$34,000 1			$24,000 1		$18,000 1	$28,055 4	$22,370 4			$17,000 2	$23,000 1	$20,494 7	$20,654 12
Visual & Performing Arts		$23,000 1		$32,000 1					$11,500 1				$20,474 19	$21,000 1	$20,000 1	$17,070 5	$30,000 1	
Humanities-Other		$28,333 3	$10,000 1		$40,000 1				$29,510 1		$22,714 7	$24,900 3	$12,480 1	$24,000 1			$15,950 2	$22,000 1
Criminal Justice											$20,000 1	$23,000 2					$15,013 1	
History	$28,000 1		$24,200 5	$22,250 2	$45,000 1				$29,967 9	$20,000 2	$26,000 2	$24,676 2	$25,000 1		$19,000 2		$38,500 1	$21,000 3
Political Science / Government		$35,000 1	$22,250 2	$27,000 3	$28,033 3			$23,600 3	$29,500 5	$20,500 2	$24,250 2	$20,143 7	$26,000 1	$22,000 1			$23,329 4	$24,600 4
Psychology	$28,000 1	$24,000 2			$32,000 1			$22,500 1	$17,360 2		$14,700 1	$23,833 4	$19,200 1	$35,000 1			$18,000 2	
Sociology			$15,000 1		$30,500 1						$28,000 1	$21,000 1					$19,000 1	
Social Sciences-Other		$15,000 1			$31,000 1				$29,854 13	$25,000 3		$24,750 2	$14,400 1			$18,200 1		$18,250 2
Aerospace & Aeronautical Engineering													$30,400 2					
Agricultural Engineering																		
Architectural Engineering																		
Bioengineering & Biomedical Engineering									$35,000 1									
Chemical Engineering											$34,764 2					$39,500 1	$30,000 1	
Civil Engineering								$20,000 1					$33,600 1					
Computer Engineering																$39,200 1		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Electrical Engineering	$23,096 1	$28,100 1						$34,000 1					$35,390 2			$29,175 4		
Environmental Engineering																		
Industrial Engineering									$31,400 2		$24,500 2	$75,000 1						
Mechanical Engineering										$37,500 1			$34,000 1			$34,491 21 $37,000 $32,000	$32,000 1	$20,000 1
Metallurgical Engineering																$32,456 9		
Mining Engineering																$34,550 2		
Nuclear Engineering																		
Petroleum Engineering									$22,500 1									
Textile Engineering																		
Engineering Technology									$30,000 1		$31,500 1	$30,000 2	$25,020 3			$22,650 4		$34,000 1
Industrial Technology									$33,000 1									$26,000 1
Agribusiness	$24,100 5	$26,000 1		$20,500 3					$18,000 1							$19,000 1	$19,400 2	
Animal Sciences		$15,000 1		$30,000 1													$14,000 1	
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																$32,000 1		
Computer Science	$26,333 3	$13,500 1						$32,000 1	$30,560 5			$11,520 1						$42,000 1
Computer Programming																		
Information Sciences & Systems	$26,500 2	$23,347 3																
Systems Analysis										$36,000 1								

CONTINUED ...

	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Allied Health																		
Health Sciences		$16,640 1																
Nursing																		
Pharmacy																		
Actuarial		$27,000 1									$22,250 2							
Architectural & Environmental Design	$26,500 1												$21,400 2					
Biological			$21,000 1						$35,000 1									$30,000 1
Chemistry												$31,500 1				$21,000 1		$15,600 1
Geological																$34,020 1		
Mathematics (incl. Statistics)	$29,080 1	$26,000 3		$13,720 2					$29,717 6	$20,000 2					$26,000 1			
Physics																		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Nontechnical Curricula	$27,255 2684 $31,000 $23,500	$25,076 989 $29,500 $18,500	$22,417 164 $28,000 $16,000	$23,754 196 $28,000 $17,000	$29,245 68 $35,000 $23,000	$28,493 8	$22,428 12	$23,754 43 $31,200 $16,800	$27,082 525 $32,000 $20,400	$24,642 61 $30,000 $18,000	$24,569 193 $28,500 $20,000	$23,079 174 $26,280 $18,000	$19,125 43 $26,000 $12,584	$21,065 30 $29,000 $15,000	$17,267 31 $22,000 $12,000	$21,346 52 $29,700 $14,500	$20,785 81 $28,000 $15,000	$19,846 57 $26,500 $15,000
Technical Curricula	$25,469 13	$22,857 12	$21,000 1	$19,623 6				$31,667 3	$30,621 19	$28,375 4	$27,790 7	$25,604 5	$28,822 11		$26,000 1	$32,120 46 $37,000 $23,500	$22,960 5	$28,933 6

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing/ Industrial
Accounting		$27,183 3	$19,250 4	$11,856 1			$24,286 7	$25,853 4	$23,103 57 $26,214 $20,195		$22,000 1	$26,000 1		$34,000 1				
Business Administration - incl. Management Science	$20,900 2	$26,071 50 $32,400 $20,000	$25,216 68 $31,500 $20,500	$24,147 20 $33,000 $18,000	$22,854 13	$28,399 31 $31,080 $22,000	$24,082 192 $30,000 $18,000	$21,360 3	$23,420 12	$20,399 5	$22,006 4	$24,581 11	$20,000 1	$16,360 2				$29,227 11
Distribution Management		$33,636 3		$28,600 13		$26,387 4						$22,500 1						
Economics & Finance (incl. Banking)	$26,000 3	$25,634 15	$23,571 24 $28,000 $20,000	$27,700 2	$26,751 13	$28,025 4	$25,236 162 $31,000 $19,200	$20,165 3	$22,729 26 $27,300 $20,000	$21,843 13	$16,530 2	$23,005 5		$25,438 2				$31,200 3
Hotel / Restaurant Management		$19,000 1					$25,950 4											
Human Resources (incl. Labor Relations)		$21,000 1	$25,750 2		$18,300 2		$24,141 18					$22,000 1						$23,000 1
Management Information Systems			$28,500 1				$26,917 14		$22,500 1									
Marketing / Marketing Management (incl. Research)	$19,740 20 $27,300 $15,000	$23,893 57 $30,500 $18,000	$23,936 147 $28,000 $20,000	$25,559 17	$23,287 49 $29,580 $17,500	$25,291 11	$24,732 623 $30,000 $18,000	$22,167 3	$20,633 3	$25,418 1	$22,333 6							
Real Estate														$18,910 2				
Advertising	$20,985 14	$19,250 4	$21,500 1		$15,000 1	$18,500 1	$23,514 22 $27,000 $18,700											
Communications	$21,867 6	$25,252 7	$22,000 3		$21,200 3	$21,000 3	$23,378 86 $28,500 $16,000	$18,300 2	$21,023 1		$24,000 1	$26,783 6						$26,500 1
Journalism	$19,275 8	$21,467 4	$22,750 4	$28,000 1	$24,000 1		$25,325 16		$21,023 1									
Telecommunications / Broadcasting	$18,000 2		$21,886 12	$14,000 1			$25,092 24 $29,000 $21,600		$21,037 1									
Elementary Education							$22,250 4				$10,700 1							
Pre-Elementary Education																		
Physical Education		$18,700 1												$16,305 1				
Special Education																		

CONTINUED ...

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand /Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Human Ecology	$22,000 1		$20,600 2				$20,075 4					$21,000 1						
Textiles & Clothing			$20,678 46 $24,000 $16,000		$27,000 1		$22,563 8									$14,500 1		
Merchandising Management		$19,250 2	$23,250 14				$20,500 2	$23,284 1										
Foreign Languages				$22,000 2	$31,500 1		$21,729 7	$10,800 1	$21,023 1			$16,644 1	$22,000 1					
Letters	$24,750 4	$21,100 4	$24,375 8	$15,000 2	$22,000 3		$23,245 29 $30,000 $12,000	$24,025 4		$18,200 1	$20,200 1	$23,167 3						
Visual & Performing Arts	$20,000 1	$13,645 1				$30,000 1	$14,100 5				$15,500 2	$16,164 2						
Humanities-Other	$19,000 1	$11,500 1	$22,550 10			$46,000 1	$29,317 23 $45,000 $19,800		$27,961 2	$13,500 1	$29,044 3	$22,000 1						
Criminal Justice							$22,000 1	$22,449 4	$20,000 1	$19,200 1	$23,969 43 $30,040 $18,500	$22,713 3	$20,150 4					
History	$23,000 1	$23,000 5	$19,950 2	$18,500 2	$27,500 2	$23,000 1	$21,580 16	$22,682 3			$37,200 1	$23,000 3	$27,000 1					
Political Science / Government		$17,573 3	$26,750 4	$25,000 1	$22,000 1		$25,171 33 $29,000 $21,000	$20,047 15	$22,024 3	$23,000 4	$23,333 3	$22,250 4	$25,500 2	$14,250 2				
Psychology		$16,120 1	$21,425 8	$13,520 1	$23,000 2		$22,333 39 $30,000 $14,400		$20,515 2		$19,961 4	$23,367 3						
Sociology			$19,200 1				$22,406 13	$31,200 1			$24,200 5							
Social Sciences-Other	$20,333 3	$20,000 1	$27,375 4	$25,000 2	$27,500 2		$19,383 7	$20,107 3		$20,105 1	$19,000 2	$23,333 3	$19,933 3	$15,557 2			$16,293 3	$15,000 1
Aerospace & Aeronautical Engineering							$32,050 2									$30,349 29 $36,000 $27,300		$30,831 16
Agricultural Engineering							$19,500 2									$32,573 6	$29,113 5	$29,500 1
Architectural Engineering												$24,600 2				$31,261 45 $36,000 $25,440	$29,800 2	$31,800 1
Bioengineering & Biomedical Engineering															$26,120 5			
Chemical Engineering		$38,850 2		$34,500 1	$37,500 2	$37,020 1	$36,288 10								$38,570 16	$36,300 31 $40,000 $32,000	$34,754 40 $38,400 $29,037	$37,207 86 $39,500 $34,800
Civil Engineering		$31,000 1			$36,100 1		$28,955 4			$32,000 1		$24,000 1		$28,810 11		$28,800 521 $34,300 $24,500	$31,015 101 $36,700 $25,992	$33,300 12
Computer Engineering			$28,000 1				$27,250 4									$35,225 4		$33,548 3

FUNCTIONAL AREA

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Electrical Engineering		$34,700 1			$33,430 2		$32,330 29 $35,340 $30,000				$31,250 2	$26,986 7			$36,000 1	$32,973 153 $37,400 $27,332	$33,833 6	$34,019 229 $37,500 $30,750
Environmental Engineering																	$27,198 8	$33,000 1
Industrial Engineering		$32,400 2	$30,840 1	$36,900 1	$34,800 1	$36,850 2	$31,479 30 $33,000 $31,000		$40,000 1			$25,000 2			$27,000 1	$32,007 7	$31,740 1	$32,918 213 $36,828 $28,600
Mechanical Engineering		$31,500 2		$31,800 2	$32,750 2		$32,669 47 $37,400 $30,000					$25,667 3			$37,500 1	$33,300 349 $38,000 $27,720	$32,046 19	$34,312 517 $37,800 $30,420
Metallurgical Engineering							$32,034 2									$32,633 6		$33,729 42 $35,520 $32,400
Mining Engineering												$33,000 1		$26,000 1		$33,300 1	$29,151 12	$32,485 4
Nuclear Engineering												$31,689 3						$32,500 1
Petroleum Engineering																$33,196 4		$37,686 7
Textile Engineering																		
Engineering Technology		$36,250 1			$32,150 2	$28,200 1	$31,266 10									$27,650 60 $33,180 $19,500	$28,500 4	$31,735 57 $37,000 $27,000
Industrial Technology							$12,480 1									$25,862 6		$30,249 34 $34,800 $28,500
Agribusiness		$25,333 3	$25,167 6		$25,000 1	$24,000 1	$25,306 29 $32,000 $20,000		$23,000 1									$31,000 2
Animal Sciences			$27,000 1				$23,763 7					$22,200 1						
Plant Sciences							$15,740 2											
Natural Resources							$26,004 1										$23,000 2	
Other Agricultural Sciences		$23,004 1					$17,333 3											$25,850 2
Computer Science		$28,000 1		$21,500 1	$29,000 1		$19,290 5		$16,800 1			$24,250 4				$35,000 1		
Computer Programming																		$23,500 1
Information Sciences & Systems							$31,500 1											
Systems Analysis				$33,000 1														

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Allied Health																		
Health Sciences							$26,333 3											
Nursing																		
Pharmacy							$35,000 1											
Actuarial																		
Architectural & Environmental Design				$22,000 1			$26,500 1						$24,000 1	$25,000 1		$28,600 2		
Biological		$30,000 1	$20,250 4				$29,376 12		$28,000 1						$24,167 3		$20,708 4	$22,000 1
Chemistry		$31,500 2					$30,405 12					$25,860 2		$26,000 1			$23,867 6	$24,750 2
Geological												$23,750 3		$24,000 1			$23,375 4	$32,500 1
Mathematics (incl. Statistics)			$22,000 1				$31,500 5			$23,000 1		$21,500 2		$17,825 2				
Physics							$30,250 2	$27,000 1				$20,500 2				$26,900 4		$34,420 5
Other Physical & Earth Sciences							$30,000 1											
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Nontechnical Curricula	$20,815 66 $28,000 $15,000	$24,284 164 $32,000 $18,000	$23,514 365 $28,000 $19,000	$24,613 65 $32,000 $18,000	$23,712 94 $30,000 $17,500	$27,311 57 $32,160 $20,000	$24,431 1353 $30,000 $18,000	$21,518 47 $27,000 $15,600	$22,895 111 $26,880 $20,000	$21,325 27 $25,418 $18,200	$23,125 79 $30,000 $17,060	$23,354 49 $28,140 $18,000	$21,700 12	$19,278 12		$14,560 1	$16,293 3	$28,212 17
Technical Curricula		$31,027 17	$24,274 14	$30,214 7	$33,047 12	$32,584 5	$30,832 217 $35,400 $21,000	$27,000 1	$26,950 4	$27,500 2	$31,250 2	$25,556 33 $29,000 $21,000	$24,000 1	$26,744 17	$35,084 27 $40,692 $26,000	$31,019 1238 $37,200 $24,912	$30,927 214 $37,500 $24,972	$33,808 1290 $37,680 $30,000

FUNCTIONAL AREA CATEGORIES -Continued . . .

Bachelor's Degree Curricula	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Accounting										$24,000 2					$26,550 1			$23,000 1
Business Administration - incl. Management Science	$29,671 11		$32,000 1		$33,000 1	$38,400 1			$29,911 9	$21,020 9	$18,700 1	$29,000 2		$22,000 1				
Distribution Management																		
Economics & Finance (incl. Banking)	$26,650 2	$28,582 2		$35,000 1	$29,500 1		$37,500 1	$40,000 1	$29,100 1	$25,000 1								$25,563 2
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)									$24,000 1									
Management Information Systems	$28,700 14		$25,750 4						$30,200 3	$28,000 1								
Marketing / Marketing Management (incl. Research)									$19,000 1	$26,000 2								$22,000 2
Real Estate																		
Advertising																		
Communications									$12,000 1	$15,000 1		$16,640 1						
Journalism	$19,000 1																	
Telecommunications / Broadcasting																		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																$13,440 1		$23,000 1
Special Education																		$19,050 2

Curriculum - Continued . . .	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Human Ecology										$15,000 1								$22,111 8
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages										$14,000 1								
Letters			$16,640 1			$16,000 1			$18,000 1									$15,987 2
Visual & Performing Arts									$19,500 2									$25,000 1
Humanities-Other										$18,200 1								$18,500 2
Criminal Justice																		
History																		
Political Science / Government								$27,000 1										
Psychology			$36,333 3									$18,700 1	$12,480 1	$16,500 1		$22,090 1		$17,267 8
Sociology										$15,135 2			$14,560 1					$19,000 1
Social Sciences-Other										$20,000 1								$14,500 2
Aerospace & Aeronautical Engineering	$31,383 4	$27,301 2	$30,683 8	$28,500 2	$31,162 10	$29,466 17	$35,520 1	$30,238 17	$31,266 53 $36,000 $26,252									
Agricultural Engineering					$37,050 2	$29,125 4	$33,600 2	$31,503 10	$30,260 10									
Architectural Engineering						$30,333 3		$31,275 4	$28,385 8									
Bioengineering & Biomedical Engineering			$32,000 1						$32,733 3									$28,500 1
Chemical Engineering	$37,475 4	$38,700 4		$35,398 5	$37,191 108 $39,400 $35,400	$32,114 7	$37,986 1064 $40,440 $36,000	$36,200 108 $40,700 $28,200	$36,903 169 $40,000 $34,000									
Civil Engineering	$33,467 3	$28,901 7	$32,400 1		$32,914 8	$29,088 7	$37,360 2	$30,465 144 $36,100 $25,000	$29,675 214 $36,000 $24,912				$29,200 1					
Computer Engineering	$31,338 50 $36,000 $26,760	$34,000 1	$32,090 47 $35,500 $30,000	$34,467 32 $38,500 $30,618	$29,252 4	$33,340 5	$32,700 1	$30,984 14	$33,554 32 $36,190 $31,000	$30,000 1							$31,000 2	

	ENGINEERING									HEALTH CARE								
Curriculum - Continued . . .	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Electrical Engineering	$33,374 140 $37,500 $29,700	$33,314 194 $37,200 $30,000	$32,911 101 $36,500 $30,000	$34,251 182 $37,200 $31,000	$32,828 107 $38,500 $26,252	$31,839 67 $36,000 $26,252	$35,392 26 $38,300 $32,000	$33,449 274 $37,500 $27,500	$32,861 540 $37,200 $27,332					$44,000 1				
Environmental Engineering					$24,060 2													
Industrial Engineering	$31,702 13	$31,000 2			$33,000 7	$31,363 4	$31,893 7	$31,866 60 $34,944 $28,000	$31,649 122 $34,800 $27,500		$23,832 1			$31,000 1				
Mechanical Engineering	$33,885 14	$33,476 73 $36,120 $30,000	$33,702 5	$33,392 21 $36,000 $31,500	$34,079 103 $38,000 $30,000	$31,987 50 $35,940 $26,280	$36,230 96 $39,000 $32,000	$34,718 487 $38,500 $30,000	$33,703 552 $38,500 $28,000			$34,500 2						
Metallurgical Engineering		$50,400 1			$34,882 9	$35,400 1	$32,893 15	$33,344 40 $34,800 $32,000	$32,645 36 $35,400 $28,800									
Mining Engineering						$26,667 3		$31,952 35 $34,000 $29,000	$34,712 13									
Nuclear Engineering		$33,083 6			$31,925 4	$33,883 3	$34,800 1		$31,199 13									
Petroleum Engineering					$39,940 5	$30,000 1	$40,947 28 $46,200 $35,100	$39,431 188 $42,600 $36,000	$37,712 42 $41,500 $33,000									
Textile Engineering																		
Engineering Technology	$29,040 5	$31,771 9	$30,225 4	$32,525 7	$37,800 5	$28,223 7	$34,167 3	$30,567 42 $36,000 $23,500	$30,887 71 $35,000 $25,000		$35,000 4	$19,500 1		$37,500 1				
Industrial Technology	$29,000 1				$33,500 1	$32,350 2		$30,500 2	$27,363 4									
Agribusiness										$21,000 1								
Animal Sciences																		
Plant Sciences																		
Natural Resources											$24,000 1							
Other Agricultural Sciences					$35,000 1	$25,500 1			$27,667 3						$30,000 1			
Computer Science	$32,678 49 $36,000 $28,800	$30,913 3	$32,664 111 $37,000 $28,000	$34,263 3	$37,510 10	$29,248 4	$35,400 1	$31,870 6	$32,858 48 $36,200 $29,000			$33,500 1	$40,000 1				$27,600 1	$24,000 1
Computer Programming	$30,568 5		$31,200 1						$25,000 1									
Information Sciences & Systems	$29,540 1		$20,000 1						$32,000 1									
Systems Analysis									$31,000 1	$22,000 1								

Continued . . .	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Allied Health										$29,000 3		$26,523 34 $31,950 $22,000		$29,190 33 $32,000 $26,000		$31,025 31 $35,000 $30,000	$36,828 2	$30,551 80 $40,000 $22,000
Health Sciences										$28,000 1	$30,000 1	$21,601 11		$28,000 1		$11,648 1		$22,200 21 $28,000 $17,500
Nursing										$33,755 5			$29,543 382 $35,000 $24,000					$33,240 2
Pharmacy															$39,570 123 $45,000 $31,000			
Actuarial																		
Architectural & Environmental Design					$27,300 1				$27,933 3									
Biological					$24,667 3	$14,000 1	$21,646 2				$31,500 1	$12,667 3				$12,800 1		$17,808 11
Chemistry			$33,600 1		$28,461 9	$27,646 12	$30,149 9	$29,600 2	$22,250 2	$18,000 1	$22,500 1							
Geological					$41,400 1			$32,480 10	$31,667 3									
Mathematics (incl. Statistics)	$30,050 4		$35,919 10	$34,000 1	$32,000 1			$28,500 1	$31,923 7	$22,000 1								
Physics	$36,100 2		$40,000 1	$32,500 1	$31,636 2			$33,733 3	$30,275 12									
Other Physical & Earth Sciences					$28,020 2	$26,000 1												
Polymer Sciencer					$34,367 3													
Textile Science																		

BACHELOR'S SUMMARY

	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Nontechnical Curricula	$28,589 28 $30,600 $25,000	$28,502 2	$28,960 9	$35,000 1	$31,250 2	$27,200 2	$37,500 1	$33,500 2	$25,942 19	$20,702 22 $28,000 $15,000	$18,700 1	$23,335 4	$13,520 2	$19,250 2	$26,550 1	$17,765 2		$19,882 32 $24,900 $14,980
Technical Curricula	$32,722 295 $36,700 $28,000	$33,259 302 $36,660 $28,500	$32,802 292 $37,000 $28,000	$34,129 254 $38,000 $30,420	$34,334 404 $39,000 $27,332	$30,926 200 $36,000 $24,900	$37,659 1258 $40,440 $35,000	$33,961 1376 $39,000 $28,000	$32,918 1963 $38,400 $27,000	$20,341 14	$30,204 9	$25,007 52 $32,000 $19,600	$29,570 384 $35,100 $24,000	$29,833 37 $35,000 $26,000	$40,493 124 $45,000 $30,000	$30,731 33 $35,000 $29,000	$32,651 5	$27,542 106 $37,800 $18,000

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS											
	Administration-Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Accounting	$21,023 1				$27,400 5	$27,250 6	$28,200 1		$24,000 2		$29,367 45 $30,000 $28,000		$22,785 32 $27,500 $18,000					
Business Administration - incl. Management Science	$24,100 5	$20,262 2		$18,700 5	$27,244 20 $31,200 $23,000	$27,566 25 $32,000 $19,000	$32,580 21 $38,000 $27,000				$27,240 67 $31,500 $25,000	$22,675 35 $27,000 $18,000	$22,151 511 $28,000 $18,000	$21,023 1	$25,125 2	$26,050 3		$21,896 9
Distribution Management						$27,500 1							$21,060 5					
Economics & Finance (incl. Banking)	$28,750 2		$12,000 1		$27,415 13	$29,807 16	$28,323 13	$32,000 1			$28,552 149 $33,000 $26,000	$23,671 6	$23,646 230 $30,000 $18,996	$21,174 6	$20,875 4	$30,400 4	$30,664 3	$21,000 3
Hotel / Restaurant Management												$23,000 2	$21,010 138 $24,000 $18,000					
Human Resources (incl. Labor Relations)		$18,000 1									$27,050 4	$25,230 40 $30,000 $18,750	$22,450 19			$14,000 1		$24,000 3
Management Information Systems					$27,522 127 $31,500 $24,000	$28,632 107 $32,500 $23,400	$28,961 92 $32,500 $25,500				$30,400 25 $33,000 $27,600		$25,309 16					
Marketing / Marketing Management (incl. Research)	$20,000 1	$15,900 2	$18,500 2		$25,360 5		$24,250 2		$25,000 1		$26,733 15	$21,077 13	$22,300 350 $28,000 $18,000	$24,070 1				$26,000 1
Real Estate											$30,000 1		$21,000 2					
Advertising											$23,250 2		$20,033 15					$16,000 1
Communications	$21,348 2	$16,333 3		$18,540 1	$20,000 1		$30,220 2				$23,750 4	$23,000 3	$21,050 74 $24,000 $17,000			$21,023 1		$20,500 2
Journalism		$14,000 1			$26,000 1						$24,267 3	$22,000 1	$21,011 27 $24,000 $16,500			$13,500 2		$23,000 2
Telecommunications / Broadcasting	$18,000 1										$19,000 1	$20,000 1	$23,400 5					
Elementary Education	$18,100 1	$13,350 1		$10,280 2	$27,500 1													$19,471 400 $25,000 $13,000
Pre-Elementary Education	$10,500 2			$15,496 1							$10,000 1		$21,000 2					$17,062 35 $22,300 $10,000
Physical Education											$17,000 1		$22,333 3					$20,286 30 $24,000 $15,000
Special Education		$17,250 2					$35,000 1											$21,537 80 $25,500 $18,000

Curriculum - Continued . . .	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Acutarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology	$32,500 1	$16,328 4											$20,500 5					$19,725 4
Textiles & Clothing													$21,076 56 $25,000 $19,200				$24,000 1	
Merchandising Management													$19,970 30 $23,500 $16,500					
Foreign Languages					$30,750 2						$22,100 1	$17,000 1	$20,610 13			$21,000 2		$20,587 29 $25,000 $17,000
Letters	$21,000 1	$22,317 6		$17,000 1	$21,100 2		$25,400 2				$27,200 5	$18,600 4	$21,730 32 $25,000 $18,000		$17,563 6	$18,500 1		$21,595 47 $26,500 $17,700
Visual & Performing Arts	$23,360 2		$27,000 1		$16,500 2								$18,541 7					$20,438 48 $25,000 $16,000
Humanities-Other	$15,000 1	$17,125 4		$21,285 3					$18,000 1		$22,750 4	$30,000 1	$22,428 23 $25,000 $20,000		$25,000 3			$19,718 12
Criminal Justice		$20,500 2		$17,717 6									$22,050 4		$18,000 5			
History		$24,000 1	$12,500 1		$20,000 1	$17,500 1	$25,000 1				$27,286 7		$20,587 18		$20,783 6			$21,078 12
Political Science / Government	$21,500 2	$20,250 4	$19,250 2	$14,000 1		$24,450 2	$28,000 1				$28,444 9	$25,830 5	$21,962 62 $27,500 $18,000		$24,380 11	$25,000 1		$20,411 4
Psychology	$23,144 5	$16,992 42 $22,000 $13,000	$14,000 1	$16,284 18	$17,500 1		$15,500 1				$21,750 2	$24,118 7	$23,342 43 $28,500 $20,000	$16,973 1	$19,500 1	$16,697 4		$19,806 15
Sociology	$18,500 6	$15,280 8		$17,758 13	$18,500 2						$22,667 3	$21,000 3	$21,223 22 $23,000 $18,000	$37,294 1	$19,000 2			$22,753 5
Social Sciences-Other	$18,870 18	$16,950 14	$15,240 1	$18,430 23 $21,300 $15,000	$25,000 1		$24,000 1		$25,500 2		$27,964 11	$24,000 1	$22,142 25 $27,996 $16,200		$20,639 7	$25,500 1		$19,474 16
Aerospace & Aeronautical Engineering					$27,500 1		$30,000 1				$29,500 2						$30,000 1	
Agricultural Engineering									$25,000 1		$28,000 1		$23,270 1					
Architectural Engineering										$23,000 2								
Bioengineering & Biomedical Engineering																		
Chemical Engineering						$29,000 1					$33,335 8		$36,667 3				$32,667 3	
Civil Engineering					$29,500 1	$34,800 2	$30,944 11				$29,450 26 $32,000 $26,400		$29,000 5				$31,200 1	
Computer Engineering					$31,579 30 $36,000 $24,000	$32,500 2	$27,379 7				$28,000 2							

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
Curriculum - Continued . . .	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering					$31,864 11	$33,616 12	$31,780 15				$29,576 24 $32,500 $28,000		$34,098 12				$33,706 5	
Environmental Engineering																		
Industrial Engineering					$31,100 2	$34,000 3	$33,180 6				$30,038 26 $32,000 $28,000		$32,321 24 $34,800 $27,[illegible]00					
Mechanical Engineering					$28,513 3	$31,333 3					$31,737 32 $35,000 $29,000		$35,324 20 $37,500 $33,600				$30,526 2	$34,800 1
Metallurgical Engineering									$26,000 1		$34,200 1		$33,506 5					
Mining Engineering											$31,525 4						$27,000 1	
Nuclear Engineering													$23,040 2					
Petroleum Engineering							$40,000 1						$20,856 1					
Textile Engineering																		
Engineering Technology					$27,750 4	$33,662 7	$28,740 4		$24,000 1	$23,600 3	$31,643 7	$28,340 1	$28,170 10					$21,800 2
Industrial Technology							$31,000 1				$27,000 1		$26,130 20 $29,000 $22,000					$24,900 1
Agribusiness					$24,750 2				$23,489 33 $28,000 $19,000		$27,800 2	$21,000 1	$21,777 21 $25,500 $20,000					$20,065 3
Animal Sciences									$20,265 20 $24,000 $17,000				$30,667 3				$28,000 1	$15,250 2
Plant Sciences			$36,500 1						$19,368 16				$25,750 2	$21,013 1			$26,640 1	$38,000 1
Natural Resources									$19,597 13		$27,540 2						$21,000 1	
Other Agricultural Sciences		$17,250 1							$22,986 23 $27,000 $17,000				$23,658 15				$25,000 1	$23,605 2
Computer Science		$18,000 1			$29,536 414 $34,560 $24,000	$31,114 116 $36,000 $25,992	$31,466 233 $36,200 $25,900				$30,234 53 $33,700 $27,500	$21,000 3	$27,126 4	$23,764 2				$22,000 2
Computer Programming					$25,612 25 $29,500 $20,000	$29,000 1	$28,429 4				$32,000 3							
Information Sciences & Systems					$28,806 86 $32,280 $25,500	$29,109 44 $34,000 $24,000	$29,985 44 $33,600 $26,000				$30,338 33 $33,500 $28,000		$27,343 6					
Systems Analysis					$28,000 1		$27,211 9				$31,000 1			$21,900 2				

Curriculum - Continued . . .	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Allied Health		$14,688 1		$17,550 2							$20,000 1							$18,300 1
Health Sciences	$18,750 2		$25,500 1	$16,000 4														$22,029 3
Nursing									$25,000 1				$30,000 1				$26,000 1	
Pharmacy																		
Actuarial							$24,000 1	$31,485 25 $35,000 $28,000			$35,357 7							
Architectural & Environmental Design										$26,779 14	$25,000 1	$19,500 1						
Biological						$27,500 2	$24,000 1		$14,990 6		$23,000 1	$20,200 2	$21,300 3			$19,750 2	$23,500 8	$18,837 14
Chemistry													$31,770 2		$22,000 1	$22,350 2	$27,296 27 $32,400 $21,500	$17,228 7
Geological							$25,200 1		$25,000 1		$22,000 2		$24,000 1				$19,867 3	$43,200 1
Mathematics (incl. Statistics)					$26,440 17	$27,960 5	$29,700 11	$31,909 44 $35,000 $28,000			$30,361 23 $34,000 $27,500		$27,000 10	$25,277 45 $31,200 $20,195			$24,000 1	$21,100 42 $25,000 $17,000
Physics					$26,000 2				$23,000 1				$24,700 2				$26,723 6	$23,986 4
Other Physical & Earth Sciences					$33,000 1				$22,000 2				$30,000 1			$34,000 1		$19,028 7
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Nontechnical Curricula	$20,532 43 $28,000 $16,000	$17,405 97 $22,000 $12,480	$17,360 9	$17,531 74 $21,000 $13,440	$27,836 184 $31,500 $22,000	$28,326 158 $32,500 $22,000	$29,219 138 $34,000 $25,000	$32,000 1	$22,333 6		$27,000 380 $33,000 $23,000	$23,531 123 $30,000 $18,000	$22,145 1787 $28,000 $18,000	$22,641 10	$21,235 47 $25,000 $16,500	$21,900 28 $30,000 $14,000	$28,000 4	$19,824 862 $25,000 $13,923
Technical Curricula	$15,750 2	$16,646 3	$31,000 2	$16,517 6	$29,291 [illegible] $34,512 $24,000	$30,869 198 $36,000 $24,500	$30,624 350 $36,000 $25,200	$31,755 69 $35,040 $28,000	$21,476 119 $27,500 $15,840	$25,079 19	$30,389 263 $34,800 $27,000	$23,530 8	$28,696 174 $35,400 $21,000	$24,999 50 $31,200 $20,195	$22,000 1	$23,640 5	$27,164 63 $34,500 $21,000	$20,876 93 $25,000 $16,339

AVERAGE YEARLY SALARY OFFERS
Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	September 1991	September 1991	September 1990		90th	50th	10th
BUSINESS							
Accounting	293	$30,996	$29,647	4.5%	$36,500	$31,000	$25,717
MBA-Nontechnical undergraduate							
1 year or less experience	560	35,241	36,175	-2.6	46,000	34,500	26,000
1 to 2 years experience	279	42,877	43,310	-1.0	55,000	42,000	30,000
2 to 4 years experience	459	47,243	45,683	3.4	60,000	47,000	35,000
Over 4 years experience	603	50,412	45,883	9.9	64,600	51,000	36,000
MBA-Technical undergraduate degree							
1 year or less experience	125	38,582	37,737	2.2	46,000	38,400	30,000
1 to 2 years experience	102	45,921	48,191	-4.7	58,000	45,180	33,000
2 to 4 years experience	223	51,034	50,355	1.3	60,000	51,420	40,000
Over 4 years experience	279	54,219	51,452	5.4	70,000	53,500	41,000
MS-Business	49	40,047	34,347	16.6	52,000	40,000	28,500
Economics & Finance	249	41,466	36,812	12.6	52,000	42,000	30,160
Labor/Industrial Relations (incl. Human Resources)	56	38,573	31,487	22.5	48,000	40,100	28,500
Management Information Systems	37	36,150	33,739	7.1	43,020	35,000	31,200
Marketing/Marketing Management (incl. Marketing Research)	146	43,182	35,440	21.8	52,500	44,500	33,000
COMMUNICATIONS							
Advertising	5	31,200	24,000	*	*	*	*
Communications	11	26,524	27,602	*	*	*	*
Journalism	2	21,500	24,500	*	*	*	*
EDUCATION							
Education Administration	17	24,303	25,698	*	*	*	*
Elementary Education	38	23,657	22,893	3.3	28,000	23,357	16,425
Physical Education	7	23,286	27,508	*	*	*	*
Reading Education	4	25,611	22,000	*	*	*	*
Special Education	20	24,141	22,798	5.9	30,163	23,568	18.927
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	4	27,477	24,350	*	*	*	*
Letters (incl. Eng, Lit, etc)	8	25,773	22,400	*	*	*	*
Visual & Performing Arts	7	25,432	25,399	*	*	*	*
Humanities-Other	9	32,760	24,333	*	*	*	*
History	+	+	22,500				
Political Science/Government	4	26,036	+	*	*	*	*
Psychology	16	23,657	24,169	*	*	*	*
Sociology	4	25,200	20,500	*	*	*	*
Social Sciences	16	31,780	26,536	*	*	*	*
ENGINEERING							
Aerospace & Aeronautical	24	36,195	36,114	0.2	39,936	35,940	34,080
Agricultural	4	32,225	37,700	*	*	*	*
Bioengineering & Biomedical	4	32,238	36,500	*	*	*	*
Chemical	95	40,457	37,862	6.9	43,000	40,800	37,500
Civil	134	34,551	32,366	6.7	39,240	34,000	30,000
Computer	22	38,348	35,748	7.3	43,600	39,750	33,000
Electrical	267	38,804	37,526	3.4	43,000	39,200	33,000
Industrial	56	36,121	35,362	2.1	41,500	36,750	27,600
Mechanical	213	38,114	36,506	4.4	42,000	38,400	33,430
Metallurgical	39	39,105	36,792	6.3	45,000	39,360	35,040
Mining	14	35,007	39,626	*	*	*	*
Nuclear	10	38,086	36,728	*	*	*	*
Petroleum	38	43,608	38,412	13.5	48,000	42,000	39,600
Textile	+	+	33,510				

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990		Percentiles	
	September 1991	September 1991	September 1990		90th	50th	10th
Continued . .							
HEALTH SCIENCES							
Allied Health	13	**$28,586**	$25,696	*	*	*	*
Health Sciences	23	**25,901**	20,402	27.0 %	$28,000	$25,500	$24,000
Nursing	5	**49,000**	34,900	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	9	**26,702**	22,839	*	*	*	*
Architectural & Environmental Design	3	**26,127**	26,905	*	*	*	*
Biological	9	**22,384**	27,279	*	*	*	*
Chemistry	18	**33,575**	32,320	*	*	*	*
Computer Science	160	**37,894**	36,849	2.8	44,000	38,400	30,000
Geological (incl. Geophysics)	52	**36,824**	33,644	9.5	42,000	37,900	31,116
Mathematics	34	**30,061**	30,069	0.0	35,000	31,750	23,840
Physics	8	**35,207**	31,480	*	*	*	*
Polymer	2	**34,980**	37,098	*	*	*	*
	4,890						

Doctoral Candidates

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990		Percentiles	
	September 1991	September 1991	September 1990		90th	50th	10th
BUSINESS							
Business Administration & Management	+	**+**	N/A	N/A			
Computer & Information Sciences	35	**$58,300**	$54,788	6.4%	$64,400	$60,000	$52,000
Economics & Finance	2	**43,000**	44,000	*	*	*	*
EDUCATION							
Education Administration	25	**43,780**	44,900	-2.5	53,900	42,000	30,000
HUMANITIES & SOCIAL SCIENCES							
English	5	**43,600**	30,340	*	*	*	*
Foreign Languages	2	**36,870**	+	*	*	*	*
Humanities	+	**+**	26,000				
Psychology	11	**42,409**	34,154	*	*	*	*
Sociology	2	**40,000**	32,502	*	*	*	*
Social Sciences	1	**30,000**	34,200	*	*	*	*
ENGINEERING							
Aerospace	10	**52,428**	48,932	*	*	*	*
Chemical	102	**52,992**	50,524	4.9	56,400	54,000	50,040
Civil	10	**43,060**	44,481	*	*	*	*
Computer	10	**56,584**	50,526	*	*	*	*
Electrical	44	**54,612**	53,147	2.8	62,500	55,840	43,992
Industrial	1	**54,000**	51,500	*	*	*	*
Mechanical	16	**46,866**	49,887	*	*	*	*
Metallurgical	21	**49,315**	47,296	4.3	54,000	50,000	45,000
SCIENCES							
Agricultural & Natural Resources	4	**43,638**	38,912	*	*	*	*
Biological	6	**31,800**	32,500	*	*	*	*
Chemistry	84	**47,911**	45,356	5.6	52,800	48,920	40,000
Geology & Geological Sciences	21	**48,205**	38,028	26.8	57,600	48,000	40,932
Mathematics	13	**41,146**	42,775	*	*	*	*
Physics	8	**39,913**	41,486	*	*	*	*
Polymer	9	**48,667**	46,625	*	*	*	*
	442						

N/A - No historic data available

* Not computed for fewer than 20 offers

1990-91 CPC SALARY SURVEY PARTICIPANTS

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
Brown University
Buffalo State College
Clarkson University
Columbia University
Univ. of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Bus. & Public Admin.
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Eastern Connecticut State Univ.
Fordham Univ. - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
Ithaca College
The King's College
LeMoyne College
Univ. of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
Univ. of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research- Grad. School
Northeastern University
Pace Univ. - New York
Pace Univ. - Westchester
Polytechnic University
Post College
Pratt Institute
Regis College
Rensselaer Polytechnic Univ.
Rhode Island School of Design
Univ. of Rhode Island
Roberts Wesleyan College
Rochester Inst. of Technology
University of Rochester
Univ. of Rochester - W.E. Simon Grad. School of Bus.
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
SUNY - Brockport
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Tufts University
Union College
Vassar College
Wells College
Williams College
Worcester Polytechnic Inst.

MAPA

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California Univ. of Penna.
Capitol College
Carnegie-Mellon Univ.
Catholic Univ. of America
Centenary College
Delaware State College
University of Delaware
Univ. of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington Univ.
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
Univ. of Maryland- College Park
Marymount Univ.- Grad. School
Morgan State University
Neumann College
New Jersey Inst. of Technology
Penn State University
Penn State - Behrend
Penn State - Capitol College
Univ. of Pennsylvania
University of Pittsburgh
Point Park College
Princeton University
Ramapo College of NJ
Rutgers Univ. - Camden - Arts & Science
Rutgers Univ. - Newark
Rutgers Univ. - New Brunswick
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Thomas Jefferson University
Trenton State College
Villinova University
Virginia State University
Virginia Wesleyan Univ.
Washington & Lee Univ.
West Virginia Inst. of Technology
West Virginia University
Widener University
William Paterson College

MCPA

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve Univ.
Cedarville College
Central Missouri State Univ.
University of Chicago
Univ. of Chicago- Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia University
Davenport College - Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Drake University
Eastern Illinois University
Eastern Michigan Universtiy
Emporia State University
Eureka College
Ferris State University
Grace College
Grand View College
Hanover College
Greenville College
IIT-Illinois Inst. of Technology
Univ. of Illinois-Chicago
Univ. of Illinois - Chemistry & Chemical Engrg.
University of Illinois - Commerce & Business
Univ. of Illinois - Engrg.
Indiana University
Indiana Univ. - Northwest
Indiana Univ. / Purdue Univ. - Indianapolis
Iowa State Univ. - Agri.
Iowa State Univ. - Bus., Science & Humanities
Iowa State Univ. - Design
Iowa State Univ. - Engrg.
Iowa State Univ. - Family & Consumer Science
Iowa State Univ.- Vet. Med.
Univ. of Iowa - Bus / Engrg.
John Carroll University
Judson College
Univ. of Kansas - Arts
Univ. of Kansas - Bus.
Univ. of Kansas - Engrg.
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
Univ. of Michigan - Ann Arbor - Engineering
Univ. of Michigan- Dearborn
Univ. of Minnesota- Agri.
Univ. of Minnesota-Carlson Sch. of Mgmt.
Univ. of Minnesota-Lib. Arts
Minot State University
Univ.of Missouri - Columbia - Engineering
Univ. of Missouri - Rolla
Univ. of Missouri - St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
Univ. of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern Univ.- Kellogg Grad. Sch. of Business
Northwest Missouri State Univ.
University of Notre Dame
Ohio Northern University
Ohio State Univ. - Agri.
Ohio State Univ. - Arts & Sci.
Ohio State Univ. - Bus.
Ohio State Univ. - Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State Univ.
Southern Illinois Univ. - Carbondale
Southern Illinois Univ. - Edwardsville
Southwest Missouri State Univ.
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
Teikyo Westmar University
University of Toledo
Tri-State University
Viterbo College
Walsh College of Acct. & Bus.
Wartburg College
Washington Univ. - Bus.
Washington Univ. - Engrg.
Wayne State University
Wichita State University
Univ. of Wisconsin - Eau Claire
Univ. of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
Univ. of Wisconsin - Platteville
Univ. Wisconsin - River Falls
Univ. of Wisconsin - Stout
College of Wooster
Wright State University
Youngstown State Univ.

RMCPA

American Grad School of International Mgmt. - Thunderbird
University of Arizona
Brigham Young Univ.
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Kearney State College
Montana State University
University of Montana
Univ. of Nebraska - Lincoln
Univ. of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona Univ.
Univ. of North. Colorado
Sioux Falls College
South Dakota School of Mines
Univ of South Dakota -Bus.
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M Univ.
University of Alabama
Univ. of Alabama - Engrg
Univ. of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke Univ. - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State Univ.
Elon College
Emory Univ. - Business
Florida Atlantic Univ.
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern University
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville-Engrg.
Mars Hill College
Mary Washington College
Memphis State University
Mercer University - Atlanta
Middle Tennessee State Univ.
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central Univ.
North Carolina State University -Textiles
University of North Carolina -Chapel Hill
University of North Carolina-Greensboro
Northeast Louisiana Univ.
Northern Kentucky Univ.
Univ. of North Florida
Oglethorpe University
Old Dominion Univ.
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Ringling School of Art & Design
Rollins College
St. Augustine's College
Samford University
University of South Alabama
University of South Carolina
University of South Carolina - Aiken
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
Univ. of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
Univ. of Tennessee - Chattanooga
Univ. of Tennessee - Knoxville
Troy State Univ. at Dothan
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Mgmt.
Virginia Tech & State Univ.
University of Virginia
Wake Forest University
Wake Forest Univ.-Babcock Grad. School of Mgmt.
Western Carolina Univ.
Western Kentucky Univ.
College of William & Mary
Winthrop College
Wofford College
Xavier Univ. of Louisiana

SWPA

Arkansas College
Univ. of Arkansas-Fayetteville
Baylor University
Corpus Christi State University
East Texas State University
Hendrix College
University of Houston
Univ.of Houston - Clear Lake
Lamar University
Langston University
Louisiana Tech University
Midwestern State University
University of North Texas
Oklahoma State University
Oklahoma State Univ. - Engrg.
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State Univ.
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
Univ. of Texas-Austin - Engrg
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State Univ.- Fresno
California State Univ.-Hayward
California State Univ.- Long Beach
California State University- Los Angeles
California State University- Sacramento
Univ. of California - Irvine - Graduate School of Mgmt.
Univ. of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
Monterey Institute of International Studies
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Point Loma Nazarene College
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Franicisco State University
San Jose State University
Santa Clara University
Univ. of Southern California
Univ. of Southern California- Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College